MONTANA LEGISLATIVE HISTORY

Chapter 421 1981

Bill H 840 S _____ Original bill & history ✓ C

(HB 700 HB 371)

Select H. Committee on Employer Compensation S. Committee on Finance + Claims

Hearing Date(s)		C	Hearing Date(s)		C
	3-18 3-20	C		4-16	C
	3-23 3-24	C			C
		C			C
	4-2	C			C
Date Out	4-6	C			

Did this bill originate in an interim committee? ____Yes ____No

Committee _____ Report _____

no 3-26, 3-28 meeting minutes in Law Library collection

ACTION: SIGNED, 4/29
CHAPTER 573

HB 839—O'HARA, WINSLOW, KITSELMAN, ET AL—TO APPROPRIATE $222,808 TO THREE UNITS OF THE UNIVERSITY SYSTEM FOR THE PURPOSE OF A COORDINATED EFFORT TO GRANT A MASTER OF BUSINESS ADMINISTRATION DEGREE.....
INTRODUCED: 3/13
REFERRED TO COMMITTEE ON APPROPRIATIONS: 3/13
HEARING: 3/21
BILL DIED IN COMMITTEE

HB 840—BARDANOUVE, VAN VALKENBURG—TO ESTABLISH EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS, REVISE THE CLASSIFICATION APPEALS PROCEDURES, AND PROVIDE PAY SCHEDULES FOR FISCAL YEARS 1982 AND 1983....
INTRODUCED: 3/13
REFERRED TO SELECT COMMITTEE ON EMPLOYEE COMPENSATION: 3/13
HEARING: 3/18
HEARING: 3/28
2ND READING: 4/11, AS AMENDED, YEAS: 56; NAYS: 43
ON MOTION, 4/11, RULES SUSPENDED, PLACED ON 3RD READING.
3RD READING: 4/11, YEAS: 55; NAYS: 44

TRANSMITTED TO SENATE: 4/11
REFERRED TO COMMITTEE ON FINANCE AND CLAIMS: 4/13
HEARING: 4/16
REPORT: 4/16, BE CONCURRED IN
ON MOTIONS, 4/16, RULES SUSPENDED, PLACED ON 2ND & 3RD READING
2ND READING: 4/16, YEAS: 38; NAYS: 12
3RD READING: 4/16, YEAS: 39; NAYS: 11

RETURNED TO HOUSE: 4/16
TRANSMITTED TO GOVERNOR: 4/16
ACTION: SIGNED, 4/17
CHAPTER 421

HB 841—BROWN—TO APPROPRIATE MONEY FOR PURCHASE OF NEUTRON ACTIVATION AND GAMMA RADIATION DETECTION AND ANALYSIS EQUIPMENT BY THE MONTANA COLLEGE OF MINERAL SCIENCE AND TECHNOLOGY.
INTRODUCED: 3/16
REFERRED TO COMMITTEE ON LONG RANGE BUILDING: 3/16
HEARING: 3/27
REPORT: DO PASS AS AMENDED, 4/10
ON MOTION, 4/13, PASSED FOR THE DAY.
2ND READING: 4/14, YEAS: 77; NAYS: 0
ON MOTION, 4/14, RULES SUSPENDED, PLACED ON 3RD READING
3RD READING: 4/14, YEAS: 81; NAYS: 6

TRANSMITTED TO SENATE: 4/14
REFERRED TO COMMITTEE ON FINANCE AND CLAIMS: 4/15
HEARING: 4/20
REPORT: 4/20, BE CONCURRED IN
2ND READING: 4/21, YEAS: 48; NAYS: 1
ON MOTION, 4/21, RULES SUSPENDED, PLACED ON 3RD READING
3RD READING: 4/21, YEAS: 43; NAYS: 5

RETURNED TO HOUSE: 4/21
TRANSMITTED TO GOVERNOR: 4/23
ACTION: SIGNED, 4/29

HOUSE BILL NO. 840

INTRODUCED BY BARDANOUVE, VAN VALKENBURG

BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

IN THE HOUSE

March 13, 1981	Introduced and referred to Select Committee on Employee Compensation.
April 10, 1981	Committee recommend bill do pass as amended. Report adopted.
April 11, 1981	On motion rules suspended and bill placed on second reading this day.
	Second reading, do pass as amended.
	On motion rules suspended and bill placed on third reading this day.
	Third reading, passed. Ayes, 55; Noes, 44. Transmitted to Senate.

IN THE SENATE

April 13, 1981	By motion and consent, bill allowed to be received and considered this session.
	Introduced and referred to Committee on Finance and Claims.
April 16, 1981	Committee recommend bill be concurred in. Report adopted.
	On motion rules suspended. Bill referred to second reading for consideration this day.

April 16, 1981 — Second reading, concurred in.

On motion rules suspended. Bill placed on calendar for third reading this day.

Third reading, concurred in. Ayes, 39; Noes, 10.

IN THE HOUSE

April 16, 1981 — Returned from Senate. Concurred in. Sent to enrolling.

Reported correctly enrolled.

INTRODUCED BY Hayne BILL NO. 840

BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS, REVISE THE CLASSIFICATION APPEALS PROCEDURES, AND PROVIDE PAY SCHEDULES FOR FISCAL YEARS 1982 AND 1983; APPROPRIATING FUNDS THEREFOR; APPROPRIATING FUNDS FOR A PERSONNEL AND LABOR RELATIONS STUDY; AMENDING SECTIONS 2-18-101, 2-18-203, 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-701 THROUGH 2-18-703, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 2-18-101, MCA, is amended to read:

"2-18-101. Definitions. As used in parts 1 through 3 and part 10 of this chapter, the following definitions apply:

(1) "Agency" means a department, board, commission, office, bureau, institution, or unit of state government recognized in the state budget.

(2) "Board" means the board of personnel appeals established in 2-15-1705.

(3) "Class" means one or more positions substantially similar with respect to the kind or nature of duties performed, responsibility assumed, and level of difficulty so that the same descriptive title may be used to designate each position allocated to the class, similar qualifications may be required of persons appointed to the positions in the class, and the same pay rate or pay grade may be applied with equity.

(4) "Class specification" means a written descriptive statement of the duties and responsibilities characteristic of a class of positions and includes the education, experience, knowledge, skills, abilities, and qualifications necessary to perform the work of the class.

~~(2)~~(5) "Compensation" means the annual or hourly wage or salary and includes the state contribution to group benefits under provisions of 2-18-703.

~~(3)~~(6) "Department" means the department of administration created in 2-15-1001.

~~(4)~~(7) Except in 2-18-306, "employee" means any state employee other than an employee excepted under 2-18-103 or 2-18-104 from the statewide classification system.

(8) "Grade" means the number assigned to a pay range within a pay schedule in part 3 of this chapter.

~~(5)~~(9) "Permanent position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206 and approved as such in the

INTRODUCED BILL
HB 840

biennium budget.

~~(6)~~(10) "Permanent status" means the state an employee attains after satisfactorily completing an appropriate probationary period in a permanent position.

~~(7)~~(11) "Personal staff" means those positions occupied by employees appointed by the elected officials enumerated in Article VI, section 1, of the Montana constitution or by the public service commission as a whole.

~~(8)~~(12) "Position" means a collection of duties and responsibilities currently assigned or delegated by competent authority, requiring the full-time, part-time, or intermittent employment of one person.

~~(9)~~(13) "Program" means a combination of planned efforts to provide a service.

~~(10)~~(14) "Seasonal position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206 and which is a permanent position but which is interrupted by the seasonal nature of the position.

~~(11)~~(15) "Temporary position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206, created for a definite period of time not to exceed 9 months."

Section 2. Section 2-18-203, MCA, is amended to read:

"2-18-203. Review of positions -- change in

classification. (1) The department shall continuously review all positions on a regular basis and adjust classifications to reflect significant changes in duties and responsibilities. In the event adjustments are to be made to the classification specifications or criteria utilized for allocating positions in the classification specifications affecting employees within a bargaining unit, the department shall consult with the representative of the bargaining unit prior to implementation of the adjustments, except for blue collar, teachers, and liquor store clerks classification plans, which shall remain mandatory negotiable items under the Collective Bargaining Act.

(2) Employees and employee organizations will be given the opportunity to appeal ~~any changes in classifications or positions~~ the allocation or reallocation of a position to a class. The grade assigned to a class is not an appealable subject under 2-18-1011 through 2-18-1013.

(3) The period of time for which retroactive pay for a classification ~~or position~~ appeal may be awarded under parts 1 through 3 of this chapter or under 2-18-1011 through 2-18-1013 may not extend beyond 30 days prior to the date the appeal was filed. This provision shall not affect a classification or position appeal already in process on ~~April 26, 1977~~ [the effective date of this section]."

Section 3. Section 2-18-301, MCA, is amended to read:

"2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide the compensation necessary to attract and retain competent and qualified employees in order to perform the services the state is required to provide to its citizens.

(2) It is the intent of the legislature that, for the biennium ending June 30, ~~1981~~ 1983, the:

(a) pay schedules provided for in 2-18-311 through 2-18-315 supersede any other plan or systems established through collective bargaining after the adjournment of the ~~46th~~ 47th legislature;

(b) pay levels provided for in 2-18-311 through 2-18-315 may not be increased through collective bargaining after adjournment of the ~~46th~~ 47th legislature; and

(c) total funds required to implement the pay schedules provided for in 2-18-311 through 2-18-315 for any employee group or bargaining unit may not be increased through collective bargaining over the amount appropriated by the ~~46th~~ 47th legislature.

(3) The department shall administer the pay program established by the legislature on the basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

(4) The department may promulgate rules not inconsistent with the provisions of this part, collective

bargaining statutes, or negotiated contracts to carry out the purposes of this part."

Section 4. Section 2-18-303, MCA, is amended to read:

"2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-311 and 2-18-312 shall be implemented as follows:

(a) The pay schedule provided in 2-18-311 indicates the annual compensation for the fiscal year ending June 30, ~~1980~~ 1982, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(b) The pay schedule provided in 2-18-312 indicates the annual compensation for the fiscal year ending June 30, ~~1981~~ 1983, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(c) Each new employee shall advance from step 1 to step 2 of a grade after successfully completing 6 months of probationary service. The anniversary date of an employee shall be established at the end of the probationary period in accordance with rules promulgated by the department.

(d) (i) The compensation of each employee on the first day of the first pay period in fiscal year ~~1980~~ 1982 shall be that amount which corresponds to the grade and step occupied on the last day of the preceding fiscal year of ~~1979~~ 1981.

(ii) The compensation of each employee on the first day

of the first pay period in fiscal year ~~1981~~ 1983 shall be that amount which corresponds to the grade and step occupied on the last day of the fiscal year ~~1980~~ 1982.

(iii) In compliance with rules adopted to implement this part, each employee is eligible on his anniversary date to advance one step in the pay matrix each fiscal year. However, if the employee's anniversary date falls between (inclusive) July 1 and the first day of the first pay period of fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be, he will advance one step on the first day of that pay period.

(2) The pay schedules provided in 2-18-311 and 2-18-312 and the provisions of subsection (1) of this section do not apply to those institutional teachers, liquor store occupations, or blue-collar occupations compensated under the pay schedules provided in 2-18-313, 2-18-314, or 2-18-315.

(3) The pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 shall be implemented as follows:

(a) (i) The pay schedules provided in 2-18-313 indicate the annual compensation for the contracted school term for teachers employed by institutions under the authority of the department of institutions for fiscal years ~~1980~~ 1982 and ~~1981~~ 1983.

(ii) The compensation of each teacher on the first day

of the first pay period in July, ~~1980~~ 1981, shall be that amount which corresponds to his level of academic achievement and the next highest ~~grade~~ step from that occupied on June 30, ~~1979~~ 1981.

(iii) The compensation of each teacher on the first day of the first pay period in July, ~~1981~~ 1982, shall be that amount which corresponds to his level of achievement and the next highest ~~grade~~ step from that occupied on June 30, ~~1980~~ 1982.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for those employees in liquor store occupations who have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be, shall be that amount which corresponds to that grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for employees in apprentice trades and crafts and other blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have

collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be, shall be that amount which corresponds to that grade occupied on the last day of the preceding fiscal year.

(4) (a) (i) No member of a bargaining unit may receive the amounts indicated in the respective pay schedules provided in 2-18-311~~, 2-18-312, or 2-18-313, 2-18-314, or~~ through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, ~~1981~~ 1983.

(ii) In the event that negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July 1, ~~1979~~ 1981, retroactivity to that date may be negotiated.

(iii) In the event that negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July 1, ~~1979~~ 1981, members of the bargaining unit involved will continue to receive the compensation they were receiving as of June 30, ~~1979~~ 1981.

(b) Methods of administration not inconsistent with the purpose of this part and necessary to properly implement the pay schedules provided in 2-18-313~~, 2-18-314, or~~ through 2-18-315 may be provided for in collective bargaining agreements.

(5) The current wage or salary of an employee shall not be reduced by the implementation of the pay schedules provided for in 2-18-311~~, 2-18-312, or 2-18-313, 2-18-314, or~~ through 2-18-315.

(6) The department may authorize a separate pay schedule for medical doctors if the rates provided in 2-18-311 and 2-18-312 are not sufficient to attract and retain fully licensed and qualified physicians at the state institutions.

(7) The department may develop ~~a program~~ programs which will enable the department to mitigate problems associated with difficult recruitment, retention, transfer, or other exceptional circumstances. Insofar as the program may apply to employees within a collective bargaining unit, it shall be a negotiable subject under 39-31-305."

NEW SECTION. Section 5. Management and senior professional service -- employee self-development. (1) The department shall develop a program that is designed to increase the professional skills of employees in management and senior professional positions classified according to

the provisions of part 2 of this chapter. The program must be directed to:

(a) identifying, retaining, and attracting highly qualified and motivated employees in managerial and senior professional occupations;

(b) providing outstanding employees a broad opportunity for career growth; and

(c) providing for the mobility of such employees among agencies whenever this would be to the advantage of the state and would make the most beneficial use of an individual's managerial and professional skills.

(2) Employees in positions classified as management under part 2 of this chapter are excluded from bargaining units established under the provisions of Title 39.

(3) In assigning salary grades to management and senior professional classes, the department shall use an objective classification methodology that takes into consideration the nature of work, the level of responsibility, and accountability of positions.

(4) All salary increases within salary grades or promotions or demotions for employees in management or senior professional positions must be according to a uniform, objective, result-oriented, performance evaluation program established by the department. The department shall adopt pay rules related to job performance that govern the

amount and timing of the step increases. Each agency head shall ensure that each employee in a management or senior professional position is evaluated and counseled at least once a year on work performance. The total number of the step increases granted for all management and senior professional employees may not exceed the total number of the step increases that would be granted if the automatic step increases provided in 2-18-303 were extended to cover this group.

(5) Agency heads are responsible for planning, budgeting, and evaluating job-related training programs within their agency. Agency heads shall foster employee self-development by encouraging all employees to take advantage of opportunities for job-related training and self-study. The department shall, within the limits of its capabilities, assist agency heads in carrying out this responsibility by providing job-related training courses and self-study programs and making them available to employees.

Section 6. Section 2-18-311, MCA, is amended to read:

"2-18-311. Pay schedule for fiscal year ~~1980~~ 1982.

Grade	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	5,892	6,188	6,310	6,436	6,565	6,696	6,830	6,967	7,106	7,248	7,393	7,541	7,692
2	6,313	6,629	6,762	6,897	7,035	7,176	7,320	7,466	7,615	7,767	7,922	8,080	8,242
3	6,774	7,112	7,254	7,399	7,547	7,698	7,852	8,009	8,169	8,332	8,499	8,669	8,842
4	7,274	7,638	7,791	7,947	8,106	8,268	8,433	8,602	8,774	8,949	9,128	9,311	9,497
5	7,828	8,219	8,383	8,551	8,722	8,896	9,074	9,255	9,440	9,629	9,822	10,018	10,218
6	8,433	8,855	9,032	9,213	9,397	9,585	9,777	9,973	10,172	10,375	10,583	10,795	11,011
7	9,104	9,559	9,750	9,945	10,144	10,347	10,554	10,765	10,980	11,200	11,424	11,652	11,885
8	9,829	10,320	10,526	10,737	10,952	11,171	11,394	11,622	11,854	12,091	12,333	12,580	12,832
9	10,632	11,164	11,387	11,615	11,847	12,084	12,326	12,573	12,824	13,080	13,342	13,609	13,881
10	11,513	12,089	12,331	12,578	12,830	13,087	13,349	13,616	13,888	14,166	14,449	14,738	15,033
11	12,474	13,098	13,360	13,627	13,900	14,178	14,462	14,751	15,046	15,347	15,654	15,967	16,286
12	13,541	14,218	14,502	14,792	15,088	15,390	15,698	16,012	16,332	16,659	16,992	17,332	17,679
13	14,699	15,434	15,743	16,058	16,379	16,707	17,041	17,382	17,730	18,085	18,447	18,816	19,192
14	16,043	16,845	17,181	17,525	17,876	18,234	18,599	18,970	19,350	19,737	20,132	20,535	20,946
15	17,445	18,317	18,684	19,058	19,439	19,828	20,225	20,629	21,042	21,463	21,892	22,330	22,776
16	18,993	19,942	20,341	20,748	21,163	21,586	22,019	22,459	22,908	23,366	23,834	24,310	24,796
17	20,674	21,708	22,142	22,585	23,037	23,497	23,967	24,447	24,936	25,435	25,943	26,462	26,991
18	22,525	23,652	24,125	24,607	25,100	25,602	26,115	26,638	27,170	27,714	28,269	28,834	29,411
19	24,564	25,792	26,308	26,835	27,371	27,919	28,478	29,048	29,628	30,221	30,825	31,441	31,441
20	26,787	28,127	28,690	29,264	29,849	30,445	31,055	31,676	32,309	32,955	33,614	33,614	33,614
21	29,235	30,697	31,311	31,937	32,576	33,227	33,892	34,569	35,260	35,966	35,966	35,966	35,966
22	31,920	33,516	34,186	34,869	35,567	36,278	37,004	37,744	38,498	38,498	38,498	38,498	38,498
23	34,857	36,600	37,332	38,078	38,840	39,617	40,409	41,217	41,217	41,217	41,217	41,217	41,217
24	38,086	39,990	40,790	41,606	42,438	43,287	44,153	44,153	44,153	44,153	44,153	44,153	44,153
25	41,631	43,713	44,588	45,479	46,389	47,316	47,316	47,316	47,316	47,316	47,316	47,316	47,316

NOTE:
INCLUDES INSURANCE.

BEST COPY AVAILABLE

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	7,375	7,744	7,899	8,057	8,218	8,382	8,550	8,721	8,895	9,073	9,254	9,439	9,628
2	7,870	8,222	8,386	8,554	8,725	8,900	9,078	9,260	9,445	9,634	9,827	10,024	10,224
3	8,329	8,745	8,920	9,098	9,280	9,466	9,655	9,848	10,045	10,246	10,451	10,660	10,874
4	8,870	9,313	9,499	9,689	9,883	10,081	10,283	10,489	10,699	10,913	11,131	11,354	11,581
5	9,468	9,941	10,140	10,343	10,550	10,761	10,976	11,196	11,420	11,648	11,881	12,119	12,361
6	10,123	10,629	10,842	11,059	11,280	11,506	11,736	11,971	12,210	12,454	12,703	12,957	13,216
7	10,849	11,391	11,619	11,851	12,088	12,330	12,577	12,829	13,086	13,348	13,615	13,887	14,165
8	11,631	12,213	12,457	12,706	12,960	13,219	13,483	13,753	14,028	14,309	14,595	14,887	15,185
9	12,502	13,127	13,390	13,658	13,931	14,210	14,494	14,784	15,080	15,382	15,690	16,004	16,324
10	13,454	14,127	14,410	14,698	14,992	15,292	15,598	15,910	16,228	16,553	16,884	17,222	17,566
11	14,494	15,219	15,523	15,833	16,150	16,473	16,802	17,138	17,481	17,831	18,188	18,552	18,923
12	15,647	16,429	16,758	17,093	17,435	17,784	18,140	18,503	18,873	19,250	19,635	20,028	20,429
13	16,900	17,745	18,100	18,462	18,831	19,208	19,592	19,984	20,384	20,792	21,208	21,632	22,065
14	18,443	19,365	19,752	20,147	20,550	20,961	21,380	21,808	22,244	22,689	23,143	23,606	24,078
15	20,005	21,005	21,425	21,854	22,291	22,737	23,192	23,656	24,129	24,612	25,104	25,606	26,118
16	21,748	22,835	23,292	23,758	24,233	24,718	25,212	25,716	26,230	26,755	27,290	27,836	28,393
17	23,639	24,819	25,315	25,825	26,341	26,864	27,401	27,949	28,508	29,078	29,660	30,253	30,858
18	25,702	26,988	27,528	28,079	28,641	29,214	29,798	30,394	31,002	31,623	32,256	32,902	33,560
19	28,015	29,416	30,004	30,604	31,216	31,840	32,477	33,127	33,790	34,466	35,155	35,858	36,575
20	30,217	32,043	32,684	33,338	34,005	34,695	35,379	36,087	36,809	37,545	38,296	38,296	38,296
21	33,277	34,935	35,634	36,347	37,074	37,815	38,571	39,342	40,129	40,932	40,932	40,932	40,932
22	36,292	38,107	38,869	39,646	40,439	41,248	42,073	42,914	43,772	43,772	43,772	43,772	43,772
23	39,598	41,578	42,410	43,258	44,123	45,005	45,905	46,823	46,823	46,823	46,823	46,823	46,823
24	43,230	45,392	46,300	47,226	48,171	49,134	50,117	50,117	50,117	50,117	50,117	50,117	50,117
25	47,220	49,581	50,573	51,584	52,616	53,668	53,668	53,668	53,668	53,668	53,668	53,668	53,668

NOTE: INCLUDES INSURANCE.

LC 1343/01

Section 7. Section 2-18-312, MCA, is amended to read:

"2-18-312. Pay schedule for fiscal year ~~1981~~ 1983.

Grade	~~STEP 01~~	~~STEP 02~~	~~STEP 03~~	~~STEP 04~~	~~STEP 05~~	~~STEP 06~~	~~STEP 07~~	~~STEP 08~~	~~STEP 09~~	~~STEP 10~~	~~STEP 11~~	~~STEP 12~~	~~STEP 13~~
~~1~~	~~6,412~~	~~6,732~~	~~6,867~~	~~7,004~~	~~7,144~~	~~7,287~~	~~7,433~~	~~7,582~~	~~7,734~~	~~7,889~~	~~8,047~~	~~8,208~~	~~8,372~~
~~2~~	~~6,845~~	~~7,188~~	~~7,332~~	~~7,479~~	~~7,628~~	~~7,782~~	~~7,938~~	~~8,097~~	~~8,259~~	~~8,424~~	~~8,592~~	~~8,764~~	~~8,939~~
~~3~~	~~7,280~~	~~7,686~~	~~7,840~~	~~7,997~~	~~8,157~~	~~8,320~~	~~8,486~~	~~8,656~~	~~8,829~~	~~9,006~~	~~9,186~~	~~9,370~~	~~9,557~~
~~4~~	~~7,835~~	~~8,227~~	~~8,392~~	~~8,560~~	~~8,731~~	~~8,906~~	~~9,084~~	~~9,266~~	~~9,451~~	~~9,640~~	~~9,833~~	~~10,030~~	~~10,231~~
~~5~~	~~8,405~~	~~8,825~~	~~9,002~~	~~9,182~~	~~9,366~~	~~9,553~~	~~9,744~~	~~9,939~~	~~10,138~~	~~10,341~~	~~10,548~~	~~10,759~~	~~10,974~~
~~6~~	~~9,029~~	~~9,480~~	~~9,670~~	~~9,863~~	~~10,060~~	~~10,261~~	~~10,466~~	~~10,675~~	~~10,889~~	~~11,107~~	~~11,329~~	~~11,556~~	~~11,787~~
~~7~~	~~9,720~~	~~10,206~~	~~10,410~~	~~10,618~~	~~10,830~~	~~11,047~~	~~11,268~~	~~11,493~~	~~11,723~~	~~11,957~~	~~12,196~~	~~12,440~~	~~12,689~~
~~8~~	~~10,466~~	~~10,989~~	~~11,200~~	~~11,433~~	~~11,662~~	~~11,895~~	~~12,133~~	~~12,376~~	~~12,624~~	~~12,876~~	~~13,134~~	~~13,397~~	~~13,665~~
~~9~~	~~11,294~~	~~11,859~~	~~12,096~~	~~12,338~~	~~12,585~~	~~12,837~~	~~13,094~~	~~13,356~~	~~13,623~~	~~13,895~~	~~14,173~~	~~14,456~~	~~14,745~~
~~10~~	~~12,201~~	~~12,811~~	~~13,067~~	~~13,328~~	~~13,595~~	~~13,867~~	~~14,144~~	~~14,427~~	~~14,716~~	~~15,010~~	~~15,310~~	~~15,616~~	~~15,928~~
~~11~~	~~13,191~~	~~13,851~~	~~14,128~~	~~14,411~~	~~14,699~~	~~14,993~~	~~15,293~~	~~15,599~~	~~15,911~~	~~16,229~~	~~16,554~~	~~16,885~~	~~17,229~~
~~12~~	~~14,290~~	~~15,004~~	~~15,304~~	~~15,610~~	~~15,922~~	~~16,240~~	~~16,565~~	~~16,896~~	~~17,234~~	~~17,579~~	~~17,931~~	~~18,290~~	~~18,656~~
~~13~~	~~15,483~~	~~16,257~~	~~16,582~~	~~16,914~~	~~17,252~~	~~17,597~~	~~17,949~~	~~18,308~~	~~18,674~~	~~19,047~~	~~19,428~~	~~19,817~~	~~20,213~~
~~14~~	~~16,952~~	~~17,800~~	~~18,156~~	~~18,519~~	~~18,890~~	~~19,268~~	~~19,654~~	~~20,046~~	~~20,447~~	~~20,857~~	~~21,274~~	~~21,699~~	~~22,133~~
~~15~~	~~18,404~~	~~19,324~~	~~19,711~~	~~20,105~~	~~20,507~~	~~20,917~~	~~21,335~~	~~21,761~~	~~22,197~~	~~22,641~~	~~23,094~~	~~23,555~~	~~24,026~~
~~16~~	~~20,006~~	~~21,007~~	~~21,427~~	~~21,855~~	~~22,293~~	~~22,738~~	~~23,194~~	~~23,657~~	~~24,131~~	~~24,614~~	~~25,106~~	~~25,608~~	~~26,120~~
~~17~~	~~21,746~~	~~22,833~~	~~23,290~~	~~23,755~~	~~24,230~~	~~24,715~~	~~25,209~~	~~25,713~~	~~26,227~~	~~26,751~~	~~27,286~~	~~27,832~~	~~28,388~~
~~18~~	~~23,663~~	~~24,846~~	~~25,343~~	~~25,850~~	~~26,367~~	~~26,894~~	~~27,433~~	~~27,981~~	~~28,541~~	~~29,111~~	~~29,693~~	~~30,287~~	~~30,893~~
~~19~~	~~25,773~~	~~27,062~~	~~27,603~~	~~28,156~~	~~28,719~~	~~29,294~~	~~29,888~~	~~30,476~~	~~31,088~~	~~31,710~~	~~32,344~~	~~32,991~~	~~32,991~~
~~20~~	~~28,074~~	~~29,478~~	~~30,068~~	~~30,669~~	~~31,282~~	~~31,907~~	~~32,545~~	~~33,196~~	~~33,859~~	~~34,536~~	~~35,227~~	~~35,227~~	~~35,227~~
~~21~~	~~30,608~~	~~32,139~~	~~32,782~~	~~33,437~~	~~34,106~~	~~34,787~~	~~35,483~~	~~36,193~~	~~36,918~~	~~37,656~~	~~37,656~~	~~37,656~~	~~37,656~~
~~22~~	~~33,387~~	~~35,057~~	~~35,758~~	~~36,473~~	~~37,202~~	~~37,947~~	~~38,705~~	~~39,479~~	~~40,269~~	~~40,269~~	~~40,269~~	~~40,269~~	~~40,269~~
~~23~~	~~36,428~~	~~38,250~~	~~39,014~~	~~39,795~~	~~40,591~~	~~41,403~~	~~42,231~~	~~43,075~~	~~43,075~~	~~43,075~~	~~43,075~~	~~43,075~~	~~43,075~~
~~24~~	~~39,770~~	~~41,759~~	~~42,595~~	~~43,446~~	~~44,315~~	~~45,202~~	~~46,106~~	~~46,106~~	~~46,106~~	~~46,106~~	~~46,106~~	~~46,106~~	~~46,106~~
~~25~~	~~43,440~~	~~45,613~~	~~46,525~~	~~47,455~~	~~48,404~~	~~49,373~~	~~49,373~~	~~49,373~~	~~49,373~~	~~49,373~~	~~49,373~~	~~49,373~~	~~49,373~~

NOTE:
INCLUDES INSURANCE.

12

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 2	STEP 13
1	8,434	8,856	9,033	9,214	9,398	9,586	9,778	9,974	10,173	10,376	10,584	10,796	11,012
2	8,913	9,359	9,546	9,737	9,932	10,131	10,335	10,541	10,752	10,967	11,186	11,410	11,638
3	9,435	9,907	10,105	10,307	10,513	10,723	10,937	11,156	11,379	11,607	11,839	12,076	12,318
4	10,004	10,504	10,714	10,928	11,147	11,370	11,597	11,829	12,066	12,307	12,553	12,804	13,060
5	10,631	11,163	11,386	11,614	11,846	12,083	12,325	12,572	12,823	13,079	13,341	13,608	13,880
6	11,319	11,885	12,123	12,365	12,612	12,864	13,121	13,383	13,651	13,924	14,202	14,486	14,776
7	12,082	12,686	12,940	13,199	13,463	13,732	14,007	14,287	14,573	14,864	15,161	15,464	15,773
8	12,904	13,549	13,820	14,096	14,378	14,666	14,959	15,258	15,563	15,874	16,191	16,515	16,845
9	13,817	14,508	14,798	15,094	15,396	15,704	16,018	16,338	16,665	17,000	17,338	17,685	18,039
10	14,817	15,558	15,869	16,186	16,510	16,840	17,177	17,521	17,871	18,228	18,593	18,965	19,344
11	15,910	16,705	17,039	17,380	17,728	18,083	18,445	18,814	19,190	19,574	19,965	20,364	20,771
12	17,119	17,975	18,335	18,702	19,076	19,458	19,847	20,244	20,649	21,062	21,483	21,913	22,351
13	18,435	19,357	19,744	20,139	20,542	20,953	21,372	21,799	22,235	22,680	23,134	23,597	24,069
14	20,052	21,058	21,479	21,909	22,347	22,794	23,250	23,715	24,189	24,673	25,166	25,669	26,182
15	21,745	22,832	23,289	23,755	24,230	24,715	25,209	25,713	26,227	26,752	27,287	27,833	28,390
16	23,640	24,822	25,318	25,824	26,340	26,867	27,404	27,952	28,511	29,081	29,663	30,256	30,861
17	25,693	26,978	27,518	28,068	28,629	29,202	29,786	30,382	30,990	31,610	32,242	32,887	33,545
18	27,960	29,358	29,945	30,544	31,155	31,778	32,414	33,062	33,723	34,397	35,085	35,787	36,503
19	30,452	31,975	32,615	33,267	33,932	34,611	35,303	36,009	36,729	37,464	38,213	38,977	38,977
20	33,172	34,831	35,528	36,239	36,964	37,703	38,457	39,226	40,011	41,627	41,627	41,627	41,627
21	36,166	37,974	38,733	39,508	40,298	41,104	41,926	42,765	43,620	44,492	44,492	44,492	44,492
22	39,450	41,422	42,250	43,095	43,957	44,836	45,733	46,648	47,581	47,581	47,581	47,581	47,581
23	43,043	45,195	46,099	47,021	47,961	48,920	49,898	50,896	50,896	50,896	50,896	50,896	50,896
24	46,991	49,341	50,328	51,335	52,362	53,409	54,477	54,477	54,477	54,477	54,477	54,477	54,477
25	51,329	53,895	54,973	56,072	57,193	58,337	58,337	58,337	58,337	58,337	58,337	58,337	58,337

NOTE: INCLUDES INSURANCE.

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Section 8. Section 2-18-313, MCA, is amended to read:

"2-18-313. Pay schedules for institutional teachers.

(1) Teacher pay schedule for fiscal year ~~1980~~ 1982:

Experience (Grade)	BA (Step 1)	BA+1qtr. (Step 2)	BA+2qtr. (Step 3)	5th Year (Step 4)	MA (Step 5)	MA+1qtr. (Step 6)
~~0~~	~~10,250~~	~~10,577~~	~~10,915~~	~~11,079~~	~~11,243~~	~~11,502~~
~~1~~	~~10,635~~	~~11,001~~	~~11,360~~	~~11,456~~	~~11,735~~	~~12,102~~
~~2~~	~~11,021~~	~~11,427~~	~~11,822~~	~~12,025~~	~~12,227~~	~~12,624~~
~~3~~	~~11,407~~	~~11,851~~	~~12,275~~	~~12,490~~	~~12,719~~	~~13,145~~
~~4~~	~~11,793~~	~~12,275~~	~~12,729~~	~~12,971~~	~~13,211~~	~~13,665~~
~~5~~	~~12,179~~	~~12,700~~	~~13,183~~	~~13,444~~	~~13,703~~	~~14,187~~
~~6~~	~~12,564~~	~~13,124~~	~~13,637~~	~~13,915~~	~~14,195~~	~~14,708~~
~~7~~	~~12,950~~	~~13,550~~	~~14,089~~	~~14,388~~	~~14,687~~	~~15,229~~
~~8~~	~~13,336~~	~~13,974~~	~~14,543~~	~~14,861~~	~~15,181~~	~~15,750~~
~~9~~	~~13,724~~	~~14,399~~	~~14,997~~	~~15,335~~	~~15,673~~	~~16,271~~
0	11,863	12,238	12,624	12,811	12,998	13,384
1	12,304	12,723	13,142	13,351	13,561	13,979
2	12,745	13,208	13,660	13,891	14,123	14,575
3	13,186	13,693	14,178	14,431	14,685	15,170
4	13,627	14,178	14,696	14,971	15,247	15,765
5	14,068	14,663	15,214	15,512	15,809	16,360
6	14,509	15,148	15,732	16,052	16,371	16,956
7	14,949	15,633	16,250	16,592	16,934	17,551
8	15,390	16,118	16,768	17,132	17,496	18,146
9	15,831	16,603	17,286	17,672	18,058	18,741
10	16,272	17,088	17,804	18,212	18,620	19,337

(2) Teacher pay schedule for fiscal year ~~1981~~ 1983:

Experience (Grade)	BA (Step 1)	BA+1qtr. (Step 2)	BA+2qtr. (Step 3)	5th Year (Step 4)	MA (Step 5)	MA+1qtr. (Step 6)
~~0~~	~~11,070~~	~~11,420~~	~~11,783~~	~~11,959~~	~~12,135~~	~~12~~
~~1~~	~~11,483~~	~~11,875~~	~~12,269~~	~~12,363~~	~~12,662~~	~~13,056~~
~~2~~	~~11,897~~	~~12,332~~	~~12,756~~	~~12,973~~	~~13,190~~	~~13,616~~
~~3~~	~~12,311~~	~~12,787~~	~~13,241~~	~~13,481~~	~~13,718~~	~~14,175~~
~~4~~	~~12,724~~	~~13,241~~	~~13,728~~	~~13,988~~	~~14,245~~	~~14,732~~
~~5~~	~~13,138~~	~~13,697~~	~~14,215~~	~~14,495~~	~~14,773~~	~~15,292~~
~~6~~	~~13,551~~	~~14,152~~	~~14,702~~	~~15,000~~	~~15,301~~	~~15,851~~
~~7~~	~~13,965~~	~~14,609~~	~~15,187~~	~~15,508~~	~~15,828~~	~~16,410~~
~~8~~	~~14,379~~	~~15,064~~	~~15,674~~	~~16,015~~	~~16,358~~	~~16,968~~
~~9~~	~~14,795~~	~~15,519~~	~~16,161~~	~~16,523~~	~~16,886~~	~~17,527~~
~~10~~	~~15,208~~	~~15,974~~	~~16,705~~	~~17,031~~	~~17,413~~	~~18,086~~
0	12,699	13,098	13,509	13,709	13,908	14,319
1	13,169	13,615	14,061	14,284	14,507	14,953
2	13,638	14,131	14,612	14,859	15,105	15,587
3	14,108	14,648	15,164	15,434	15,704	16,221
4	14,577	15,164	15,716	16,009	16,303	16,855
5	15,047	15,681	16,268	16,585	16,902	17,489
6	15,516	16,197	16,819	17,160	17,500	18,122
7	15,986	16,714	17,371	17,735	18,099	18,756
8	16,455	17,230	17,923	18,310	18,698	19,390
9	16,925	17,747	18,475	18,885	19,296	20,024

13

10 17.395 18.263 19.026 19.461 19.895 20.658

Section 9. Section 2-18-314, MCA, is amended to read:

"2-18-314. Pay schedules for liquor store occupations.

(1) Liquor store pay schedule for fiscal year ~~1980~~ 1982:

Grade	$/Hour
L1	~~4.533~~ 0.000
L2	~~4.893~~ 5.949
L3	~~5.263~~ 6.367
L4	~~5.468~~ 6.598
L5	~~5.683~~ 6.842
L6	~~6.133~~ 7.350
L7	~~6.623~~ 7.904
L8	~~7.173~~ 8.525

(2) Liquor store pay schedule for fiscal year ~~1981~~ 1983:

Grade	$/Hour
L1	~~4.893~~ 0.000
L2	~~5.253~~ 6.728
L3	~~5.623~~ 7.200
L4	~~5.828~~ 7.462
L5	~~6.043~~ 7.736
L6	~~6.493~~ 8.311
L7	~~6.983~~ 8.937
L8	~~7.533~~ 9.639"

Section 10. Section 2-18-315, MCA, is amended to read:

"2-18-315. Pay schedules for blue-collar occupations.

(1) Blue-collar pay schedule for fiscal year ~~1980~~ 1982:

Grade	$/Hour
B1	~~5.036~~ 5.904
B2	~~5.364~~ 6.304
B3	~~5.692~~ 6.704
B4	~~6.020~~ 7.104
B5	~~6.348~~ 7.504
B6	~~6.676~~ 7.904
B7	~~7.004~~ 8.304
B8	~~7.332~~ 8.704
B9	~~7.660~~ 9.104
B10	~~7.988~~ 9.504
B11	~~8.316~~ 9.904
B12	~~8.644~~ 10.304
B00**	~~8.972~~ 10.704

(2) Blue-collar pay schedule for fiscal year ~~1981~~ 1983:

Grade	$/Hour
B1	~~5.363~~ 6.892
B2	~~5.691~~ 7.292
B3	~~6.019~~ 7.692
B4	~~6.347~~ 8.092
B5	~~6.675~~ 8.492
B6	~~7.003~~ 8.892

	B7	~~7.331~~ ~~9.292~~
	B8	~~7.659~~ ~~9.692~~
	B9	~~7.987~~ ~~10.092~~
	B10	~~8.315~~ ~~10.492~~
	B11	~~8.643~~ ~~10.892~~
	B12	~~8.971~~ ~~11.292~~
	B00**	~~9.299~~ ~~11.692~~

~~Up-to-$.031-of-the-hourly-increase-granted-above-for--Fiscal Year--1981-shall-not-be-granted-to-an-employee-to-the-extent that-the-employee-would-receive-a-rate,--commonly--called--a red-circled--rate,--exceeding--the-above-listed-rates-due-to the-fact-that-such-employee,-at-the--time--the--blue--collar plan--was-originally-implemented,-was-paid-at-a-rate-greater than-the-standard-blue-collar-rate-for--his--classification.~~

~~(3)--In---recognition--that--the--blue-collar--employee classes-in-the-university-system-have--been--paid--at--rates higher--than--employees--in--the--blue-collar-classes-in-the executive-branch,-it-is-the-intent-of-the-legislature-during the-next-biennium--that--the--board--of--regents--seek--wage settlements--which--reduce--the--current-wage-disparities-or provide-wages-equal-to-those-of-employees-in--the--executive branch."~~

Section 11. Section 2-18-701, MCA, is amended to read:

"2-18-701. Definitions. In this part, as it applies to a person employed in the executive, judicial, or legislative

branches of state government, "employee" means:

(1) a permanent full-time employee defined in 2-18-601;

(2) a part-time permanent employee, as defined in 2-18-601, who is scheduled to work a regular schedule of 20 hours or more a week;

(3) a seasonal employee, as defined in 2-18-601, who is scheduled to work 6 months or more a year;

(4) elected officials;

(5) officers and permanent employees of the legislative branch;

(6) judges and permanent employees of the judicial branch; ~~and~~

(7) academic, professional, and administrative personnel having individual contracts under the authority of the board of regents of higher education or the state board of public education~~.~~; and

(8) temporary employees as defined in 2-18-601 who are scheduled to work more than 6 months a year or who work for a continuous period of more than 6 months."

Section 12. Section 2-18-702, MCA, is amended to read:

"2-18-702. Group insurance for public employees and officers. (1) All counties, cities, towns, school districts, and the board of regents shall upon approval by two-thirds vote of their respective officers and employees enter into

group hospitalization, medical, health, including long-term disability, accident, and/or group life insurance contracts or plans for the benefit of their officers and employees and their dependents.

(2) State employees and elected officials, as defined in ~~2-18-809~~ 2-18-701, may participate in such state employee group benefit plans as are provided for under part 8 of this chapter.

(3) For state officers and employees, the premiums required from time to time to maintain the insurance in force shall be paid by the insured officers and employees, and the auditor shall deduct the premiums from the salary or wages of each officer or employee who elects to become insured, on the officer's or employee's written order, and issue his warrant therefor to the insurer.

(4) For the purpose of this section, the plans of health service corporations for defraying or assuming the cost of professional services of licentiates in the field of health or the services of hospitals, clinics, or sanitariums or both professional and hospital services shall be construed as group insurance and the dues payable under such plans shall be construed as premiums therefor."

Section 13. Section 2-18-703, MCA, is amended to read:

"2-18-703. Contributions. (1) Each agency as defined in 2-18-601 shall contribute the amount specified in this

section towards the group benefits cost.

(2) For employees defined in 2-18-701 other than members of collective bargaining units, and for members of the legislature, the employer contribution for group benefits shall be ~~$50~~ $70 per month for the fiscal year ending June 30, ~~1980~~ 1982, and ~~$60~~ $80 per month for each fiscal year thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a week are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages.

(3) For employees of elementary and high school districts and of local government units, the employer's premium contributions may exceed but may not be less than $10 per month.

(4) Unused employer contributions for any state employee shall be transferred to an account established for this purpose by the department and upon such transfer may be used to offset losses occurring to the group of which the employee is eligible to be a member."

Section 14. Appropriation. (1) There is appropriated to the various state agencies listed in this section the money necessary to carry out the provisions of this act. The appropriations listed in this section are subject to the

limitations, definitions, and provisions contained in the general appropriation act of 1981. No agency may exceed the appropriation listed in this section when carrying out the provisions of this act unless a budget amendment authorizing such an expenditure has been approved by an appropriate authority.

(2) The following money is appropriated to the listed agencies.

	Fiscal Year 1982		Fiscal Year 1983	
	General Fund	Other Appropriated Funds	General Fund	Other Appropriated Funds
JUDICIARY				
	229,812	29,277	489,195	62,321
GOVERNOR'S OFFICE				
	181,105		403,999	
SECRETARY OF STATE				
	55,668		129,357	
COMMISSIONER OF CAMPAIGN PRACTICES				
	10,496		22,591	
STATE AUDITOR'S OFFICE				
	104,307		233,313	
SUPERINTENDENT OF PUBLIC INSTRUCTION				
	178,167	182,281	388,247	394,526
CRIME CONTROL DIVISION				
	12,925	40,329	27,664	86,324
DEPARTMENT OF JUSTICE				
	173,616	862,277	380,462	1,891,383
DEPARTMENT OF PUBLIC SERVICE REGULATION				
	90,345	1,679	202,365	3,778
BOARD OF PUBLIC EDUCATION				
	15,973	1,889	34,729	4,151
SCHOOL FOR THE DEAF AND BLIND				
	155,751		367,344	
MONTANA ARTS COUNCIL				
	4,507	4,506	9,715	9,711
MONTANA STATE LIBRARY				
	33,760	13,792	75,418	29,491
MONTANA ADVISORY COUNCIL FOR VOCATIONAL EDUCATION				
		4,273		9,181
MONTANA HISTORICAL SOCIETY				
	58,457	20,262	121,264	42,721
MONTANA UNIVERSITY SYSTEM UNITS				
Commissioner of Higher Education				
	35,557	1,553	87,909	3,733
University of Montana				
	2,085,800		4,417,939	
Montana State University				
	2,777,320		5,848,835	
Montana College of Mineral Science and Technology				

	419,418	894,081		
Eastern Montana College				
	708,932	1,491,774		
Northern Montana College				
	377,907	798,365		
Western Montana College				
	215,875	455,674		
Bureau of Mines				
	90,786	191,629		
Agricultural Experiment Station				
	515,822	1,088,870		
Cooperative Extension Service				
	263,586	557,034		
Forestry and Conservation Experiment Station				
	38,787	105,363		
DEPARTMENT OF FISH AND GAME				
	43,735	875,890	84,501	1,916,784
DEPARTMENT OF HEALTH AND ENVIRONMENTAL SCIENCES				
	243,701	451,520	520,653	946,541
DEPARTMENT OF HIGHWAYS				
	6,207	4,758,824	13,375	9,837,480
DEPARTMENT OF STATE LANDS				
	85,887	54,190	205,387	123,569
DEPARTMENT OF LIVESTOCK				
	42,994	230,919	92,999	493,121

DEPARTMENT OF NATURAL RESOURCES AND CONSERVATION				
	542,031	388,204	1,284,843	952,410
DEPARTMENT OF REVENUE				
	1,176,395	645,403	2,537,671	1,533,019
DEPARTMENT OF ADMINISTRATION				
	247,754	678,571	556,484	1,515,027
DEPARTMENT OF AGRICULTURE				
	84,134	108,783	183,943	233,522
DEPARTMENT OF BUSINESS REGULATION				
	94,195	22,700	206,612	48,443
DEPARTMENT OF INSTITUTIONS				
	353,264	57,186	745,281	114,804
Boulder River School and Hospital				
	825,443	5,772	2,029,995	10,952
Center for the Aged				
	177,260		398,684	
Eastmont Training Center				
	152,613	4,679	328,199	10,355
Galen State Hospital				
	571,145	3,339	1,212,414	8,008
Mountain View School				
	129,002	3,993	266,334	8,230
Pine Hills School				
	217,386	8,992	470,749	19,475
Montana State Prison				

	458,836	42,632	1,050,928	91,873
Swan River Youth Forest Camp				
	47,561	2,099	106,559	4,702
Montana Veterans' Home				
	85,535		232,545	
Warm Springs State Hospital				
	1,011,008	6,711	2,247,355	14,885
Board of Pardons				
	7,689		17,498	
DEPARTMENT OF COMMUNITY AFFAIRS				
	131,092	179,903	286,767	424,705
DEPARTMENT OF LABOR AND INDUSTRY				
Labor Standards Division				
	69,818	81,687	150,477	208,933
Employment Security Division				
		1,355,276		3,040,665
Workers' Compensation Division				
		315,712		726,749
DEPARTMENT OF MILITARY AFFAIRS				
Adjutant General				
	35,445	32,523	77,216	70,680
Disaster and Emergency Services				
	14,224	24,041	30,644	51,789
DEPARTMENT OF PROFESSIONAL AND OCCUPATIONAL LICENSING				
		72,107		159,813

DEPARTMENT OF SOCIAL AND REHABILITATION SERVICES				
	1,155,887	306,633	2,490,215	779,159
STATE TOTALS				
	16,845,920	11,880,407	36,651,464	25,883,013

(3) There is appropriated to the office of budget and program planning $1,250,000 from the general fund and $250,000 from other funds for the biennium ending June 30, 1983, for shift differential payments that may be adopted after adjournment of the legislature through collective bargaining agreements or extension of similar provisions to unorganized employees in executive branch agencies not including units of the university system, vocational-technical centers, and community colleges.

(4) There is appropriated to the office of budget and program planning $400,000 for the fiscal year ending June 30, 1982, and $450,000 for the fiscal year ending June 30, 1983, from the general fund to bring certain critical classes in the executive branch not including the university system units, vocational-technical centers, and community colleges to a comparable level with the labor market.

(5) There is appropriated to the department of administration $150,000 from the general fund for the biennium ending June 30, 1983. It is the intent of the legislature that this money be used for the purpose of funding a commission to study and make recommendations for

change in the personnel and labor relations programs in Montana. Further, it is the intent of the legislature that members of the commission be selected from a diverse group that adequately represents the interests of the general public, labor, the legislature, and the executive branch.

Section 15. Reversion of funds. Appropriated funds not spent at the end of the fiscal year shall revert to the fund from which appropriated.

Section 16. Codification instruction. Section 5 is intended to be codified as an integral part of Title 2, chapter 18.

Section 17. Effective date. Section 2 is effective on passage and approval.

-End-

SELECT COMMITTEE ON
THE PAY PLAN COMMITTEE

__ Legislature

Bill No.	Subject Matter	Date In	Sponsor	Hearing Date	Committee Action	Date Out
HB 840	Establishes employee compensation plans and benefit levels, revises classification appeals procedures, and provides pay schedules for 1982 & 1983.	3/19	Bardanouve Van Valkenberg	3/18	Do Pass as Amended	4/6
HB 700	Provides that salary increases for state employees attributable to upgrading or reclassification do not take effect until next biennium.	3/19	Lund (Comm. on Appropriations)	3/23	Taken from Committee	3/26
HB 371				3/23	Tabled	4/6

12

HB 370—UNDERDAL, CONROY, LUND, ET AL—TO PROVIDE THAT OIL AND GAS NET PROCEEDS TAX BE LEVIED ONLY ON OIL AND GAS SOLD DURING THE TAXABLE YEAR.

FISCAL NOTE: REQUIRED
INTRODUCED: 1/20
REFERRED TO COMMITTEE ON TAXATION: 1/20
HEARING: 1/30
REPORT: DO PASS, 2/3
2ND READING: 2/6, YEAS: 91; NAYS: 1
3RD READING: 2/9, YEAS: 90; NAYS: 5

TRANSMITTED TO SENATE: 2/9
REFERRED TO COMMITTEE ON TAXATION: 2/10
HEARING: 2/16
REPORT: 3/20, BE CONCURRED IN AS AMENDED
2ND READING: 3/23, BE CONCURRED IN
3RD READING: 3/25, YEAS: 50

RETURNED TO HOUSE WITH AMENDMENTS: 3/25
2ND READING: 4/8, YEAS: 89; NAYS: 2
3RD READING: 4/9, YEAS: 94; NAYS: 0

TRANSMITTED TO GOVERNOR: 4/14
ACTION: SIGNED, 4/18
CHAPTER 425

HB 371—UNDERDAL, CONROY—CLARIFYING ALLOWABLE EXPENSES INCURRED WITH RESPECT TO PRODUCING WELLS TO BE DEDUCTED WHEN COMPUTING THE OIL AND GAS NET PROCEEDS TAX.

FISCAL NOTE: REQUIRED
INTRODUCED: 1/20
REFERRED TO COMMITTEE ON TAXATION: 1/20
HEARING: 1/30
REPORT: DO PASS AS AMENDED, 2/3
ON MOTION, 2/6, PASSED FOR THE DAY.
ON MOTION, 2/7, PASSED CONSIDERATION TO 34TH LEGISLATIVE DAY.
ON MOTION, 2/11, RETURNED TO COMMITTEE ON TAXATION FOR NEW FISCAL NOTE.
BILL DIED IN COMMITTEE

HB 372—SALES—TO PROVIDE A METHOD FOR REVIEWING DISABILITY RETIREMENT BENEFITS OF THE JUDGES', HIGHWAY PATROLMEN'S, SHERIFFS', GAME WARDENS', AND MUNICIPAL POLICE OFFICERS' RETIREMENT SYSTEMS.

INTRODUCED: 1/20
REFERRED TO COMMITTEE ON STATE ADMINISTRATION: 1/20
HEARING: 1/30
REPORT: DO PASS AS AMENDED, 2/4
2ND READING: 2/6, YEAS: 80; NAYS: 12
3RD READING: 2/9, YEAS: 90; NAYS: 5

TRANSMITTED TO SENATE: 2/9
REFERRED TO COMMITTEE ON STATE ADMINISTRATION: 2/10
HEARING: 3/18
REPORT: 3/26, BE CONCURRED IN, AS AMENDED
2ND READING: 3/28, BE CONCURRED IN
3RD READING: 3/31, YEAS: 48; NAYS: 2

RETURNED TO HOUSE WITH AMENDMENTS: 3/31
2ND READING: 4/8, YEAS: 83; NAYS: 0
3RD READING: 4/9, YEAS: 96; NAYS: 3

HOUSE BILL NO. 371

INTRODUCED BY Underdal Conroy

A BILL FOR AN ACT ENTITLED: "AN ACT ALLOWING INDIRECT EXPENSES INCURRED WITH RESPECT TO PRODUCING WELLS TO BE DEDUCTED WHEN COMPUTING THE OIL AND GAS NET PROCEEDS TAX; AMENDING SECTION 15-23-603, MCA; AND PROVIDING AN APPLICABILITY DATE AND AN EFFECTIVE DATE."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 15-23-603, MCA, is amended to read:

"15-23-603. Net proceeds -- how computed. (1) The department of revenue shall calculate and compute from the returns the gross product yielded from such well and its gross value for the year covered by the statement and shall calculate the net proceeds of the well yielded to the producer, which net proceeds shall be determined by subtracting from the value of the gross products thereof the following:

(a) all royalty paid or apportioned in cash or in kind by the operator or producer;

(b) all moneys expended for necessary labor, machinery, and supplies needed and used in the operation and development of the well, including that portion of any geological, geophysical, engineering, managerial, clerical and supervisory services, travel, office rent, and similar or related expenses paid or incurred by the operator or producer, including but not limited to the operator's or producer's charge for such services and expenses, if any, under the applicable operating agreement that is directly related to or reasonably allocable to the operation or development of the well;

(c) all moneys expended for improvements, repairs, and betterments necessary in and about the working of the well;

(d) all moneys expended for fire insurance and workers' compensation insurance and for payments by operators to welfare and retirement funds when provided for in wage contracts between operators and employees.

(2) No moneys invested in the well and improvements during any year except the year for which such statement is made may be included in such expenditures, except as provided in 15-23-604, ~~and such expenditures may not include the salaries or any portion thereof of any person or officer not actually engaged in the working of the well or superintending the management thereof.~~"

Section 2. Rule of construction. This act may not be construed to mean that, prior to its enactment, the net proceeds of an oil or gas well were to be computed without taking into account geological, geophysical, engineering, managerial, clerical and supervisory services, travel,

HB 371

office rent, and similar or related expenses paid or incurred by the operator or producer, including but not limited to the operator's or producer's charge for such services and expenses, if any, under the applicable operating agreement that was directly related to or reasonably allocable to the operation or development of the well.

Section 3. Applicability. This act applies to taxable years beginning after December 31, 1979.

Section 4. Effective date. This act is effective January 1, 1981.

-End-

REPORT: 3/23, BE CONCURRED IN
2ND READING: 3/25, AS AMENDED—BE CONCURRED IN
3RD READING: 3/27, YEAS: 50

RETURNED TO HOUSE WITH AMENDMENTS: 3/27
2ND READING: 4/8, YEAS: 85; NAYS: 2
3RD READING: 4/9, YEAS: 94; NAYS: 1

TRANSMITTED TO GOVERNOR: 4/13
ACTION: SIGNED, 4/17
CHAPTER 415

HB 699—OBERG, HARPER, TEAGUE, ET AL—TO REQUIRE A CITY OF THE FIRST OR SECOND CLASS TO LEVY A SPECIAL TAX TO BE PAID INTO THE DISABILITY AND PENSION FUND OF THE FIRE DEPARTMENT RELEIF ASSOCIATION....
INTRODUCED: 2/10
REFERRED TO COMMITTEE ON STATE ADMINISTRATION: 2/10
HEARING: 2/17
BILL DIED IN COMMITTEE

→ HB 700—APPROPRIATIONS COMMITTEE; LUND, CHAIRMAN—TO PROVIDE THAT SALARY INCREASES FOR STATE EMPLOYEES ATTRIBUTABLE TO UPGRADING OR RECLASSIFICATION DO NOT TAKE EFFECT UNTIL THE BEGINNING OF THE NEXT BIENNIUM....
FISCAL NOTE: REQUIRED
INTRODUCED: 2/10
REFERRED TO COMMITTEE ON APPROPRIATIONS: 2/10
ON MOTION, 3/19, TAKEN FROM COMMITTEE ON APPROPRIATIONS AND REREFERRED TO SELECT COMMITTEE ON STATE PAY PLAN.
HEARING: 3/23
ON MOTION, 3/25, REREFERRED TO COMMITTEE ON APPROPRIATIONS.
BILL DIED IN COMMITTEE

HB 701—WINSLOW, BENGTSON, HAGER—TO REVISE THE PHYSICAL THERAPY LICENSING LAW BY PROVIDING FOR COMPENSATION FOR BOARD MEMBERS....
INTRODUCED: 2/10
REFERRED TO COMMITTEE ON BUSINESS & INDUSTRY: 2/10
HEARING: 2/16
REPORT: DO PASS, 2/19
2ND READING: 2/21, YEAS: 86; NAYS: 9
3RD READING: 2/25, YEAS: 94; NAYS: 4

TRANSMITTED TO SENATE: 2/25
REFERRED TO COMMITTEE ON PUBLIC HEALTH: 3/3
HEARING: 3/18
REPORT: 3/26, BE CONCURRED IN, AS AMENDED
STATEMENT OF INTENT AMENDED
2ND READING: 3/31, BE CONCURRED IN
ON MOTION, 3/31, RULES SUSPENDED, PLACED ON 3RD READING
3RD READING: 3/31, YEAS: 48; NAYS: 0

RETURNED TO HOUSE WITH AMENDMENTS: 3/31
2ND READING: 4/9, YEAS: 85; NAYS: 1
ON MOTION, 4/9, RULES SUSPENDED, PLACED ON 3RD READING.
3RD READING: 4/9, YEAS: 92; NAYS: 1

TRANSMITTED TO GOVERNOR: 4/15
ACTION: SIGNED, 4/20
CHAPTER 456

House Bill 700

In The House

February 10, 1981	Introduced and referred to Committee on Appropriations.
March 19, 1981	Rereferred to Select Committee on Employee Compensation.
March 25, 1981	Rereferred to Committee on Appropriations.
April 23, 1981	Died in Committee.

HOUSE BILL NO. 700

INTRODUCED BY Local Committee on Appropriations

BY REQUEST OF THE HOUSE APPROPRIATIONS COMMITTEE

A BILL FOR AN ACT ENTITLED: "AN ACT TO PROVIDE THAT SALARY INCREASES FOR STATE EMPLOYEES ATTRIBUTABLE TO UPGRADING OR RECLASSIFICATION DO NOT TAKE EFFECT UNTIL THE BEGINNING OF THE NEXT BIENNIUM; AMENDING SECTION 2-18-302, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 2-18-302, MCA, is amended to read:

"2-18-302. Salary schedules maintained by department. The department shall maintain a schedule of all salaries paid to personnel of civil executive state offices and shall only approve payroll claims agreeing with that schedule. All changes in personnel or salary status shall be authorized as provided by law, and the department shall alter the schedule accordingly when notified by the authorizing agency. However, no changes in personnel or salary status may be authorized that will cause an agency to exceed its appropriation or that will result in a deficiency or supplemental appropriation request to the legislature. Upgraded and reclassified employees may not receive the salary increase attributable to an upgrading or reclassification until the period commencing on the first day of the next biennium."

Section 2. Effective date. This act is effective on passage and approval.

-End-

INTRODUCED BILL
HB 700

ROLL CALL

SELECT COMMITTEE ON PAY PLAN COMMITTEE

47th LEGISLATIVE SESSION, 19 81

Name	Date 3/18	3/20	3/23	3/24	4/2	4/6								
BARDANOUVE	✓	✓	✓	✓	✓	✓								
DOVER	✓	✓	✓	✓	✓	✓								
FAGG	E	E	✓	✓	✓	✓								
HIMSL	✓	✓	✓	✓	✓	✓								
HOLLIDAY	✓	✓	✓	✓	✓	✓								
IVERSON	✓	✓	✓	✓	✓	✓								
SIVERTSEN	✓	✓	✓	✓	✓	✓								
STIMATZ	✓	✓	✓	✓	✓	✓								
STORY	✓	Ex	✓	✓	✓	✓								
VANVALKENBURG	✓	✓	✓	✓	✓	✓								

STATE LAW LIBRARY
OF MONTANA

ROLL CALL VOTE ------ SELECT COMMITTEE ON PAY PLAN COMMITTEE

	Date: 4/6 No: Vak Valkenburg motion	Date: 4/6 No: Iverson 5-5-5-5	Date: 4/6 No: appeal Van Valk	Date: 4/6 No: Motion as Iverson Amended	Date No:	Date No:	Date: No:
BARDANOUVE	yes	no	no	no			
DOVER	no	yes	no	yes			
FAGG	no	yes	no	yes			
HIMSL	no	yes	no	yes			
HOLLIDAY	yes	yes	yes	yes			
IVERSON	no	yes	no	yes			
SIVERTSEN	no	yes	no	yes			
STIMATZ	yes	no	yes	no			
STORY	no	yes	yes	yes			
VAN VALKENBURG	yes	no	yes	no			

CS-31

1-81

MINUTES OF THE MEETING OF THE SELECT COMMITTEE ON THE PAY PLAN
MARCH 18, 1981

The Select Committee on the Pay Plan met Wednesday, March 18, 1981, 7:00 p.m., in the House Chambers with CHAIRMAN ROBERT SIVERTSEN presiding and all members present except REP. FAGG who was excused.

CHAIRMAN SIVERTSEN opened the hearing on HB 840.

HOUSE BILL 840 REP. FRANCIS BARDANOUVE, chief sponsor, presented the bill at the request of the Department of Administration. It will establish employee compensation plans and benefit levels, revise the classification appeals procedures, and provide pay schedules for fiscal years 1982 and 1983 and appropriate funds therefore.

REP. BARDANOUVE gave a brief overview of the bill by explaining the sections. He said the average percentage of the employee raise is to be 12 percent. This is basically what has been negotiated with the unions. There is a new section dealing with liquor store employees. There has been a decrease in the sale of wine in the liquor stores so layoffs occur at certain times of the year. Some employees of the Department of Highways were above the pay plan and they were not cut, but rather were allowed to catch up. The lunch allowance away from home has been eliminated. The method of calculating pay has been changed. There will be a change for shift differentials. The university system people say it is difficult to recruit faculty members so there will be some funds to help there.

MORRIS BRUSETT, Director of the Department of Administration, supported the bill. He stated that the governor's position is that the state must not back down on levels negotiated by the unions before the legislature convened.

LEROY SCHRAMM, Chief of the Labor Relations Bureau, explained that the executive order creating his department demands that it do prebudget sessions. The tentative agreements are then referred to in the pay bill. There are four pay plans including one with 25 grades and steps. In that pay plan are 9,000 of 10,000 state workers. The basic formula is 5 percent of the annual salary plus 675 dollars. Then, 120 dollars per year is subtracted for the additional insurance benefit. It produces a 9 percent raise. The same formula would be used for the second year except 725 dollars is used instead of 675 dollars. In grade 15 and over a flat formula is used. The nation wide average in the private sector raises are 9.5 percent. This formula produces a 9 percent increase in Montana. This bill further states that in the area of differential pay, the employee will be paid for the amount of time actually worked on a job other than his regular one. In the area of liquor stores, the employees will receive 13 percent for both years for journeymen clerks and 11 percent for apprentices. The Department of Revenue has closed several small stores. The teachers plan is the only one that is not the result of negotiated settlement. They have not

reached agreement.

DAVE EVENSON, Department of Administration, Employee Benefits Bureau, indicated there is a problem in the management area of the plan. It is difficult to attract and maintain people. There are also problems in the technical areas. He stated an incentive must be provided. The bill provides a ten-dollar increase in insurance premiums. There is currently a two million dollar deficit in the program and that will present a problem in negotiating with Blue Cross later this year.

TRISH MOORE, Department of Administration, Personnel Division, said this pay bill represents the efforts to improve and strengthen the state's wages. She stated that grade level of classification would not be subject to appeal. This does not limit individuals but rather group appeals. Grade level of a class is not an appealable item.

Speaking as a proponent of the bill was THOMAS E. SCHNEIDER, Executive Director of the Montana Public Employees Association. See Exhibit 1. He used a chart to indicate that in the past two years the employees have lost 13-1/2 percent just to the cost of living. His union does not feel that a negotiated figure of 12 and 12 percent keep them up with the cost of living. His union does not agree with the idea of amending the appeal process on grade level. Some people in certain positions need to be reclassified.

MIKE HALDANE, Warm Springs Independent Union, stated his employees need at least the 12 and 12 percent increase. Many of them are at a grade 8, step 2 rating and received 6.5 percent increases in 1979 and 1980.

JOHN LAWRY, representing A. F. T. 119 in Missoula, urged passage. He said his union is a special interest group because they are in areas of skilled craftsmen. The people who work for the state earn about a dollar an hour less than those who work for the private sector. Also some of the workers in his union come in on the pay plan at about seven thousand dollars a year. They need at least the 12 and 12 percent raise. See Exhibit 2.

JERRY ROMAINE, representing non-academic members at the university, asked for passage. He felt the 12 percent is really only 9 and that it is a graded increase with those at the top receiving less and those at the bottom more. When a person reaches the end of his grade, he is locked out. In his group, 78 percent receive less than 15 thousand dollars per year. As jobs are eliminated, the remaining employees end up doing both their own jobs and those which have been eliminated.

JOEL GARRITY, American Federation of AFL-CIO at the Boulder River School and Hospital, asked support saying his union does not represent average state employees. Many of them start out as grade 7, step 1.

NADINE JENSEN, Council 9, supported some amendments which are attached as Exhibit 3. She stated she did not agree with the changes in classification and the rights to appeal.

GENE HENDERSON supported the bill in the parts dealing with appropriation, but felt there was a problem with repealing of the appeal process. It is an important part of an employee's rights.

ANITA DAVIS, Galen State Hospital, urged that the negotiated salary raises be supported.

ELSIE EBEL, Deer Lodge, supported the bill.

JOHN RICHARDSON, C. H. E., endorsed HB 840. Over the next two years inflation will amount to about 22 percent and the raises will certainly be necessary for the employees. On page 21, lines 15 through 22 there is language directing the Board of Regents to seek wage settlements which reduce the wage disparities in blue collar classes. We support the deletion of that language. Page 31, lines 1 through 5 provides for consideration to study the labor relations program. This would be desirable for everyone.

RICHARD FERDEROR, Teamsters Local 45 in Great Falls, said his union negotiated for months and finally settled with the 12 and 12 percent increase. He urged approval.

JOHN FITZPATRICK, Teamsters Union, said they have agreed with the contract because they fully believed that the legislature would fund the 12 and 12 percent increase. He expressed concern about people who are retiring and will use the three best years of salary as a base for their retirement benefits. It must be a decent wage to start with.

RICHARD BARRETT, Teacher's Union, said they are not covered but certainly do support the bill. Every year gets more critical that the wages keep up with inflation.

LONNIE MAYER representing Liquor Store employees supported the bill.

JIM MCGARVEY, representing Health Care employees, questioned the amount shown in the bill to be appropriated for the School of Deaf and Blind. He felt the figures were not included in the 12 and 12 percent. The teachers at the state institutions have not concluded negotiations. He further stated that there are things contained in the bill that were not negotiated. It addresses adjustments for management and specifications which the unions were

not allowed to negotiate. He felt those items should be amended out of the bill. He supported the motivation section which has been added. Expressed concern about the insurance increase and stated that the differential was high in priority during the bargaining talks. He urged the committee to study this bill carefully before passage.

ALICE SHUFFCA, Warm Springs Food Services, expressed concern about the food service classifications.

DAVID SEXTON appeared on behalf of the Montana Education Association. See Exhibit 4.

JERRY DRISCOLL, Laborers Union 98 of the university system, was surprised by the support of the bill. The committee should have a statement of intent as to whether or not the university system is covered. His union has had to file unfair labor practice suits to even get started on negotiating. In several sections of the bill, it states the university system is not covered, yet in the appropriations part there are amounts listed.

RICHARD HULL, representing teachers at Mountain View School, gave testimony regarding parity. See Exhibit 5.

PATRICK MEHRENS of the Warm Springs Independent Union expressed concern about the insurance benefits. He said there must be a viable alternative to the monthly premium and his union had sent a letter to the Department of Administration in that regard.

JOHN PETERS, Typographical Union 277, Missoula, supported the bill.

BILL PANCRATZ, Montana State Prison, expressed support for the negotiated settlements. He felt the group appeal process for reclassification should be left because it takes too long if each appeal must be done individually.

NORMAN RANIKE, Plumbers Union in Missoula, said they are now working without a contract.

STEVE COLBERG said inflation is built right into this bill. The state currently pays 60 dollars per month for insurance. Using that figure to determine inflation figure, it is 16 percent. And, the state is offering a 12 percent raise.

There were no OPPONENTS.

REP. BARDANOUVE closed on the bill saying that he was also concerned about the appeal process. He further stated that grades 4, 5, and 6 are currently below the national average. Grade 7 is about at the average. Grades 8, 9, and 10 are above average and then it goes

down again. Grades above 15 are way below the national average.

The meeting adjourned at 9:30 p.m.

Respectfully submitted,

Robert Sivertsen

ROBERT SIVERTSEN, CHAIRMAN

Ellen Engstedt, Secretary

Ex.6 is written testimony sent to the Committee by the Montana Nurses' Assoc.

EXHIBIT 1

MONTANA PUBLIC EMPLOYEES ASSOCIATION

1426 Cedar Street • P.O. Box 5600
Helena, Montana 59601
Telephone (406) 442-4600

TO: CHAIRMAN SIVERTSEN AND MEMBERS OF THE SELECT COMMITTEE ON STATE EMPLOYEE COMPENSATION

FROM: THOMAS E. SCHNEIDER, EXECUTIVE DIRECTOR

RE: HOUSE BILL 840

DEAR CHAIRMAN SIVERTSEN:

FOLLOWING AN EXTENDED PERIOD OF NEGOTIATIONS, THE MONTANA PUBLIC EMPLOYEES ASSOCIATION REACHED AGREEMENT ON ECONOMIC ISSUES WITH THE STATE OF MONTANA ON DECEMBER 16, 1980. THE AGREEMENT COVERED 3400 STATE EMPLOYEES AND WAS RATIFIED BY THE MEMBERSHIP ON JANUARY 26, 1981. (COPY OF AGREEMENT ATTACHED)

ON WEDNESDAY, MARCH 4, 1981, MPEA REACHED AGREEMENT WITH THE UNIVERSITY SYSTEM ON THE SAME SALARY PACKAGE. THIS AGREEMENT COVERS APPROXIMATELY 1200 UNIVERSITY NON-ACADEMIC EMPLOYEES WHO ARE MEMBERS OF THE ASSOCIATION.

THE AGREEMENT REACHED IS REFLECTED BY THE NEW MATRICES ON PAGES 14 AND 16 OF HOUSE BILL 840. ALSO AGREED TO IN THE NEGOTIATIONS IS LANGUAGE TO NEGOTIATE SHIFT DIFFERENTIAL IN AGENCY CONTRACTS. THESE NEGOTIATIONS WOULD BE SUPPORTED BY THE LANGUAGE IN PARAGRAPH (3) ON PAGE 30.

MPEA SPECIFICALLY SUPPORTS THESE SECTIONS OF HOUSE BILL 840 AND IN ADDITION ASKS YOUR SUPPORT IN THE AMENDMENTS WE ARE PRESENTING. (ATTACHMENT)

IN ADDITION I WOULD LIKE TO POINT OUT THAT MPEA REPRESENTS EMPLOYEES IN GRADE LEVELS UP TO GRADE 25 SO WE WOULD CONSIDER OUR NEGOTIATED AGREEMENT TO COVER OUR BARGAINING UNIT MEMBERS FROM GRADES 4 THROUGH 25.

IN CLOSING, I WOULD LIKE TO REFER TO MY LETTER TO SPEAKER MARKS, DATED MARCH 6, 1981. I FEEL THAT MPEA PROVED TO THE LEGISLATURE IN 1979 THAT IT NEGOTIATES IN GOOD FAITH AND STANDS BEHIND WHAT HAS BEEN NEGOTIATED EVEN WHEN THE ECONOMY AND REVENUE PROJECTIONS CHANGE TO OUR DETRIMENT.

I APPRECIATE THE OPPORTUNITY TO APPEAR BEFORE YOUR COMMITTEE AND HOPE THAT YOU WILL SUPPORT HOUSE BILL 840 WITH OUR AMENDMENTS. THANK YOU.....

Eastern Region
(Mailing Address) 502 Nelson
Billings, Montana 59102
(Phone) (406) 652-3530

Western Region
(Mailing Address) 1420 Jackson
Missoula, Montana 59801
(Phone) (406) 728-4768

MPEA

MONTANA PUBLIC EMPLOYEES ASSOCIATION

AMENDMENTS: HOUSE BILL 840

PAGE 4: RETURN (2) AND (3) TO THE PRESENT LANGUAGE

PAGE 10: DELETE (7) IN ITS ENTIRETY

PAGE 10,11 AND 12 (NEW SECTION 5): EITHER DELETE REFERENCE TO SENIOR PROFESSIONAL POSITIONS OR DEFINE DEFINE WITH SPECIAL CONSIDERATION FOR THOSE IN BARGAINING UNIT STATUS

MEMORANDUM OF AGREEMENT

The Montana Public Employees Association and the state of Montana hereby conclude negotiation on economic matters as mandated by Article 23 of their present contract by agreeing as follows:

The salary matrix at MCA 2-18-312 shall be adjusted as follows for all MPEA bargaining unit members presently covered by the matrix:

a. As of the first full payroll period for fiscal year 1982, all step 2 amounts shall be first multiplied by 1.05 and the resulting sums increased by $675. Step 1 shall be 95% of the new step 2 amounts. Step 3 and all subsequent steps shall be 2% larger than the preceding step.

b. As of the first full payroll period for fiscal year 1983 the matrix calcualted in "a" (above) shall be modified in a similar fashion except that $725 shall be used in place of $675.

The above matrixes include $840 insurance contribution for FY 82 and $960 insurance contribution for FY 83.

The parties further agree that shift differential may be a proper subject for negotiations in unit supplemental negotiation, subject to all normally applicable standards of good faith negotiation.

This constitutes the full and complete agreement on all items raised by the parties to these economic negotiations at which they had complete freedom to raise any and all economic items.

Signed at Helena, Montana this 16 day of December, 1980.

For the State:

LeRoy H. Schramm
Chief, Labor Relations Bureau

For the Union:

Tom Schneider
Executive Director

CPI VS COST OF LIVING INCREASES GRANTED STATE EMPLOYEES

	CPI	PERCENTAGE	STATE COL	GAIN (LOSS)
1975	160.6	9.33	5.012	(4.30)
1976	170.1	5.92	4.057	(1.86)
1977	181.8	6.88	4.46 (12-2)	(2.42)
1978	195.3	7.43	4.67 (12-2)	(2.76)
1979	216.9	11.06	5.83 (12-2)	(5.13)
1980	247.8	14.24	5.77 (12-2)	(8.47)

PERCENTAGE INCREASE IN CPI = 54.86%

STATE EMPLOYEE COL INCREASES = 29.8%

EMPLOYEE LOSS TO INFLATION DURING SIX YEAR PERIOD = 25.06%

MONTANA
PUBLIC
EMPLOYEES
ASSOCIATION

1426 Cedar Street • P.O. Box 5600
Helena, Montana 59601
Telephone (406) 442-4600

March 6, 1981

Honorable Robert L. Marks
Speaker, House of Representatives
Capitol Station
Helena, MT 59620

Dear Speaker Marks:

With the news reports and rumors in the legislative hallways, I am becoming increasingly concerned about the adoption of our negotiated pay settlement.

I know that the Legislature has the prerogative of passing any pay raise that they determine to be appropriate but I would like you to know that we negotiated the approximate 12% and 12% in good faith. Further, we have withstood requests by many of our members to submit pay legislation which would substantially increase the amount negotiated, on the basis that once we negotiated in good faith we are obligated to support it.

I know the argument can be used that with a 12% settlement we could not expect to gain more but I would ask you to remember back to 1979, when we negotiated a 7% and 7% settlement on the basis of the CPI and revenue projections on March 6, and by the 15th of April the CPI was above 9% and revenue projections had been increased by 30 million dollars. In good faith, we did not try to amend or circumvent the negotiated settlement and as a result, lost nearly 11% to inflation over the past two years.

I feel that we have supported the negotiated agreements in good faith since 1975 and appreciate the fact that the Legislature has done likewise. I am afraid, however, that once either side changes this attitude, then the bargaining process will be set aside and our members will demand that we approach the Legislature directly for salary increases which could lead to many undesirable side effects.

I appreciate your help and honesty in the past and hope that I can count on the same in your response to this letter.

Thank you...

Sincerely,

Thomas E. Schneider,
Executive Director

Eastern Region
(Mailing Address) 502 Nelson
Billings, Montana 59102
(Phone) (406) 652-3530

Western Region
(Mailing Address) 1420 Jackson
Missoula, Montana 59801
(Phone) (406) 728-4768

MPEA

The Big Sky Country

MONTANA STATE HOUSE OF REPRESENTATIVES

Robert L. Marks, Speaker
Legislative Council
Rules Committee
Home Address:
P.O. Box 302
Lump Gulch Route
Clancy, MT 59634

MAR 11 1981

March 10, 1981

Thomas E. Schneider
Executive Director
Montana Public Employees Assn.
P. O. Box 5600
Helena, Montana 59601

Dear Tom:

Relative to your letter of March 6, you should know that I have appointed a Select Committee on Employee Compensation which will start considering the pay plan the middle of next week. The first meeting has now been scheduled to be held in Room 104 of the Capitol at 7 PM on Wednesday March 18.

You should also note that in the recent Republican proposal, $48 million was tentatively allocated to support the pay plan. It is our intention and our feeling that this amount of money will be sufficient to meet the needs of state employees and to further the negotiated positions that your association, and others, have agreed upon.

Hopefully, the progress of the joint House and Senate committee will show that our assumptions are correct.

As you may have determined by news releases, we feel that the employees who are in the lower grades certainly need stronger percentages increases than those in the very high categories.

If you have other questions in this matter, kindly stop in. I would be happy to discuss them with you.

Sincerely yours,

Robert L. Marks

RLM:mpb

EXHIBIT 2

Statement to the special committee on the state pay plan of the Montana State Legislature presented Wednesday, March 18, 1981, by John Lawry, President, Workers' Coalition of the University of Montana. The Workers' Coalition is comprised of members from the Staff Senate, and the following unions which have collective bargaining agreements with the University of Montana: MPEA, AFT, Operating Engineers, Carpenters and Joiners, International Brotherhood of Electrical Workers, Plumbers and Pipefitters, United Commercial and Food Workers, Painters and Allied Trades, International Typographical Union, Machinists and Aerospace Workers, Laborers.

This fall, labor unions have negotiated with the State of Montana for much needed salary and wage increases for state employees. The AFL-CIO has estimated that over the past five years state employees have fallen an average of 15% behind inflation. A number of unions this year have negotiated and signed off on contracts for an average of 12% pay and benefit raises for each of the two years of thecoming biennium. Of course, there have been some variations from that by grade and by union.

The Staff Senate and the local unions constituting the membership of the Workers' Coalition have asked me to appear before you ladies and gentlemen to urge you to fund such settlements. We are, obviously, a special interest group and are asking you to act in our behalf, but many of our people are hurting. Let me take the print shop at the University as an example. Most of the printers and pressmen there are between 45-58 years old and have an average of 30-40 years in their craft. In one case I know of, the printer is 52 years old, is making $8.06 an hour, and thus averages about $16,000 a year. A few years ago that might have been a decent wage, but this man has a $500 a month house payment. At $16,000 a year you can see that he is working close to the bone. The printers and pressmen at the University are paid about a dollar an hour less than printers and pressmen in town, even those working in non-union shops. These examples could be multiplied. I fear that if the unions

on the campus receive a pittance again this year, we will see a mass exodus of our skilled craftsmen and women from their jobs at the University.

Please do what you can to assure that the needs of such workers are addressed and answered in your recommendations for the state employees pay plan for the next biennium.

EXHIBIT 7

"People Who Care"

Montana Education Association
1232 East Sixth Avenue, Helena, Montana 59601
Telephone 406-442-4250

TESTIMONY ON HB 840 - Pay Schedules for Institution Teachers

Mr. Chairman and Members of the Committee:

I am David Sexton appearing on behalf of the Montana Education Association and its members who are classroom teachers at Mountain View School, in Helena, Pine Hills schools in Miles City, and Eastmont Training Center in Glendive.

We are speaking as opponents because of the proposed pay schedules for institutional teachers which appear on pp. 17-18. We have no objection to the rest of the bill. If the teachers' pay schedules are amended to reflect parity with other teachers in the local public schools, we would support the bill. We think the job of teaching delinquent youth is a critical one and should be competitive on the teacher labor market.

The institution teachers have not reached a settlement with the state on pay increases. We reached a stalemate some time ago and have gone through mediation, which failed, and a factfinding investigation by the Board of Personnel Appeals begins tomorrow. We feel the state negotiators have dragged their feet on this matter so that the factfinder's report would come out after the Legislature made it moot by adopting the schedules in HB 840. We are confident that the factfinder's report will support our position and we would be willing to accept his recommendation if the state were also willing to accept it in advance.

March 18, 1981

All that these teachers ask for is a pay schedule comparable to that of local school districts. A beginning teacher in the state schools this year is earning $862 less than his counterpart in the Helena, Glendive and Miles City School Districts. Next year under the Department of Administration proposal, the difference will be $1,316. Every year the state teachers fall farther behind.

The discrepancy is even worse when you compare average salaries earned. The average salary for all Montana teachers in public school districts is $16,000. The average Pine Hills-Mountain View teacher earns about $13,200, a difference of $2,800. Next year that difference would probably be $3,500 under this bill.

We see absolutely no justification for paying teachers who live in the same town such different salary levels when they have the same training, experience and duties. If anything, institution teachers should be paid a premium because they teach the most difficult youngsters in our society. The salary schedules in this bill do nothing to attract teachers to the institutions.

The two pages following the text of my written testimony show the salary differences between the two classes of teachers - public and institutional. The figures do not include fringe benefits in order to make a fair comparison. It is clear the institution teachers are falling behind dramatically. Salary schedules in the three local school districts are very similar, so we are not exaggerating the differential. Miles City, Helena and Glendive

rank 9th, 10th and 11th in base salaries among the 17 first-class districts.

The salary schedules we propose appear on the last page of my testimony. The health insurance figures have to be added to them. We would like to offer these schedules as amendments to replace those in HB 840. We ask your full consideration. This is an extremely serious matter to our members.

Thank you.

Public School Districts vs. State Institution Schools

Base Salary Comparisons

	1980-81	1981-82
Helena School District	$11,210	$12,350
Mountain View School	-10,350	-11,023 (State offer)
Difference	$ 860	$ 1,327
Glendive School District	$11,200	$12,320*
Eastmont Training Center	-10,350	-11,023 (State offer)
Difference	$ 850	$ 1,297
Miles City School District	$11,225	$12,347*
Pine Hills School	-10,350	-11,023 (State offer)
Difference	$ 875	$ 1,324
Composite of School Districts	$11,212	$12,339
State Institutions	-10,350	-11,023 (State offer)
Difference	$ 862	$ 1,316

Average Salary Comparison

State Average Salary (All teachers, all districts)	$16,000**	$17,600*
Institutions Average Salary	-13,200**	-14,058**
Difference	$ 2,800	$ 3,542

* Assuming 10% increase

** Estimates

Note: For proper comparison, all figures are based on an academic year and are salary only (do not include health insurance).

Comparison of Base Salaries for Institution Teachers

with those of Local School Districts

SCHOOL	75 - 76	76 - 77	77 - 78	78 - 79	79 - 80	80 - 81
Helena	8000 - 4*	8400 - 4	9200 - 4	9550 - 4	10100 - 4	11210 - 4
Mountain View	8280	8280	8230	8230	9650 - 4	10350 - 4
Difference	+280	-120	-970	-1320	-550	- 860
Miles City	7900 - 4.5*	8600 - 4.5	9000 - 4.5	9550 - 4.5	10250 - 4.5	11225 - 4
Pine Hills	8181 4	8940 4	8760 4	9094 4	9650 4	10350 4
Difference	+281	+340	-240	-446	-600	- 875

*MEA Index Attainment Level
(Refers to the structure of the index)

MEA 3/18/81

Montana Education Association Proposal (Amendments to Section 8, pp. 17-19, HB 840)

(1) Teacher pay schedule for fiscal year 1982 (plus $840 insurance):

Experience	B. A.	B. A.+1	B. A.+2	5TH YEAR	M. A.	M. A.+1
0	12300	12720	13150	13360	13570	14000
1	12790	13260	13730	13960	14190	14660
2	13280	13800	14300	14560	14820	15330
3	13780	14340	14880	15170	15450	15990
4	14270	14880	15460	15770	16080	16650
5	14760	15420	16040	16370	16700	17320
6	15250	15970	16620	16970	17330	17980
7	15740	16510	17200	17580	17960	18650
8	16240	17050	17770	18180	18590	19310
9	16730	17590	18350	18780	19210	19980
10	17220	18130	18930	19380	19840	20640
11		18670	19510	19990	20470	21300
12			20090	20590	21090	21970
13				21190	21720	22630
14					22350	23300
15						23960

(2) Teacher pay schedule for fiscal year 1983 (plus $960 insurance):

Experience	BA	BA+1	BA+2	5TH YEAR	MA	MA+1
0	13,407	13,863	14,332	14,560	14,788	15,257
1	13,943	14,452	14,963	15,217	15,472	15,981
2	14,480	15,043	15,592	15,873	16,156	16,705
3	15,016	15,632	16,222	16,531	16,840	17,429
4	15,552	16,222	16,853	17,188	17,522	18,153
5	16,088	16,812	17,482	17,845	18,206	18,877
6	16,625	17,402	18,113	18,502	18,890	19,601
7	17,161	17,993	18,743	19,158	19,574	20,325
8	17,697	18,582	19,373	19,815	20,258	21,048
9	18,234	19,171	20,003	20,472	20,942	21,772
10	18,770	19,762	20,634	21,130	21,626	22,497
11		20,351	21,263	21,787	22,309	23,221
12			21,894	22,443	22,993	23,945
13				23,100	23,677	24,669
14					24,361	25,393
15						26,117

EXHIBIT 3

Richard L. Hull, Negotiator
Mountain View School
2260 Sierra Road East
Helena, MT 59601

March 10, 1981

The Honorable
House of Representatives
State Capitol
Helena, Montana 59620

Dear Representative

This letter is to inform you of Institution teachers' long-standing plea for salary parity with teachers in our local public schools and with teachers for for School for the Deaf and Blind.

During the 1979 session of the Legislature, Representative Carroll South iniatiated and helped pass legislation to insure that teachers within the Department of Institutions would receive 95 percent salary parity with the above schools. At that time, it was our understanding that we would eventually receive 100 percent parity.

During the 1980-81 school year, we fell to 92 percent parity. The negotiator for the State, Jean Moffatt, is offering a package for the first year of the next biennium which is only 89 percent parity. This will drop to approximately 86 percent parity during the second year of the biennium.

	Pine Hills & Mountain View Schools	Helena	Percentage of Parity
1979-80	$ 9,650	$10,100	95
1980-81	$10,350	$11,210	92
1981-82	$11,023 (State Offer)	$12,350	89
1982-83	$11,739	$13,535*	86*

*Assuming a 10 percent increase based on the past 3 years

As you can see, we are falling farther and farther behind each year.

Ms. Moffatt keeps telling us we are State employees and yet consistently refuses to agree to basic State employee benefits such as State holidays and vacations. Our contract, like public schools, is for 185 days; all of which we must work or take leave for sickness or without pay. Our certification standards and Mountain View School's accreditation are the same as any public school. Our cost of living and continuing education are the same, and, because of the location of Mountain View School, transportation costs are even higher.

Teachers at Boulder River School, who are under the same salary schedule, receive 133 percent of the salary schedule and vacation and holiday pay for they work 12 months and are not limited by a set school calendar.

The salary package offered has an experience cut-off point of 10 years which penalizes those teachers who have dedicated their services to the delinquent youth of Montana. Even the State Pay Plan Matrix allows for 13 steps -- another State benefit teachers at Pine Hills and Mountain View do not enjoy.

Example: A 1980 graduate of a university with a BA in English could have gone to work last Fall at the Mitchell Building as a 0.75 FTE* for $13,470 per annum. The same person could have gone to work as a teacher of delinquent youth at Mountain View School for $10,350. The Mitchell employee would receive pro-rated vacation and holiday pay. Which job would he or she choose? (*0.75 FTE is the Department of Institutions' classification for 9-month teachers.)

Marilyn Miller, negotiator for the Board of Public Education and the negotiators for the School for the Deaf and Blind are submitting to the Legislature a salary schedule with a base salary of $12,154, attainment level 4, which allows 10 years experience for a BA and up to 15 years for a MA+2.

Our situation is desperate for our negotiated agreement with the State reads:

> "The employer and the Association agree that there will be no strike or lock out during the term of this agreement, except relative to economic issues during the time the Legislature is in session."

We have been through mediation in our negotiations with the State. Ms. Moffatt has told us that she will not budge from her position and to take our problem to the Legislature. Our scheduled date for Fact Finding is March 19. The Department of Administration is dragging the process out as long as they can to prevent us from getting our package settled before the Legislature adjourns. This leaves us rather isolated and with only two options:

1. We need your assistance in the Legislature to achieve 100 percent salary parity at attainment level 4 with recommended experience levels; or

2. We feel it is necessary to call a strike vote of those teachers covered by our contract.

Because of our dedication to the youth we serve, we prefer parity.

Thank you for your consideration of this matter.

Sincerely,

Richard L. Hull

RLH:jw

Enclosures

P.S. Because of the limited space here we have not presented the most difficult and trying negotiation process that we have had to endure with Ms. Moffatt and Thomas Gooch. Should you wish details, we will be glad to forward same to you. I have also enclosed copies of relevant correspondence to explain our plight with the Department of Institutions.

Ex. 6

Montana Nurses' Association

2001 ELEVENTH AVENUE (406) 442-6710

P O BOX 5718 • HELENA, MONTANA 59604

TESTIMONY ON HOUSE BILL 840 - March 31, 1981

The Montana Nurses' Association represents nearly one hundred registered nurses under collective bargaining agreements with the state of Montana, at: The Department of Health and Enviornmental Sciences, Galen State Hospital, and Warm Springs State Hospital. In addition, other MNA members work for state government but are not under labor agreements. It is on behalf of these state employees that MNA testifys.

Recently, contract negotiations were concluded between the MNA and State of Montana for registered nurses employed at the afore-mentioned state agencies. Those negotiations resulted in the following wage agreements: for fiscal 1981-82: a 5% increase on base pay, plus $675.00 per year, with a 2% step increase; for fiscal 1982-83: a 5% increase on base pay, plus $725.00 per year, with a 2% step increase; the state insurance contribution of $840.00 for the first year and $960.00 sthe second year was agreed upon also. This settlement was the result of good faith bargaining and mutual compromise. Historically, the state of Montana has upheld the philosophy of collective bargaining by allocating the funds necessary to meet previously negotiated benefits of it's employees; we request you do so at this time.

Good faith bargaining is the major issue today. The state of Montana, through it's Labor Relations department, negotiated wage agreements with various unions and associations representing many state employees. In these cases, mutual agreement was reached and bargaining on economic issues ceased, with both sides reaching agreeable settlements. As an agent of state government, the Labor Relations Department staff has in the past and must currently have the right to settle labor disputes through contract negotiations within parameters set by the Governor.

An attempt by the state legislature to usurp this power and arbitrarily set wages at a lower rate than negotiated by the employees affected, clearly constitutes an unfair labor practice and is not to be condoned.

There has been much press coverage on the nursing shortage issue. Montana, along with most other states, has many hospitals that are unable to recruit and retain sufficient numbers of registered nurses to staff their facility.

Barbara Nichols, R.N., President of the American Nurses' Association, testified last month before the National Commission on Nursing that various studies show that problems associated with conditions of employment have seriously affected the recruitment and retention of nursing personnel. She stated, "Nurses have identified salary levels, poor fringe benefits, and unrealistic workloads as obstacles in the improvement of nursing care and it's delivery. Such employment conditions promote turnover and do not attract the best qualified individuals. Nurses become frustrated when they compare their workloads and compensation with those of other workers with less responsibility, many of whom are paid higher salaries, receive better fringe benefits, and maintain more regular hours."

Both Warm Springs and Galen State Hospital's have shortages of nurses; each has unfilled positions; each has problems with recruiting and retaining nurses. Wages and other fringe benefits at these institutions are for the most part lower than those of registered nurses working in other hospitals. Please refer to the table below for illustration of this point:

	Current Starting Wage	Shift Differential
Warm Springs & Galen	$6.52/hour	None
St. James, Butte	$8.20/hour	50¢/hour-both pms & nights
St. Peter's, Helena	$7.25/hour	18¢/hour pms 25¢/hour nights
Deaconess, Billings *	$7.40/hour	25¢/hour pms 35¢/hour nights
Deaconess, Bozeman *	$6.55/hour	15¢/hour pms 20¢/hour nights
Community, Missoula	$6.90/hour	30¢/hour pms 35¢/hour nights
Silver Bow, Butte *	$8.00/hour	40¢/hour-both pms & nights

* contract negotiations in progress

The increase that was negotiated between MNA and the State of Montana would result in a starting wage of $7.52/hour. It was agreed through bargaining that the subject of shift differential would be discussed and negotiated with the remaining body contract language. MNA is not aware of any other hospital in Montana that does not provide shift differential pay for its employees. It is imperative that the negotiated agreements be upheld by this legislature to ensure that the state's institutions be adequately staffed.

We urge this committee to give a "do pass" to House Bill 840 without amendment to the wage section.

SELECT COMMITTEE ON THE PAY PLAN
March 20, 1981

The Select Committee on the Pay Plan was called to order by Chairman Sivertsen on March 20, 1981, in Room 103 of the State Capitol, at 10:10 a.m., with all members present except Rep. Fagg and Senator Story, who were excused.

Present also were Judy Rippingale and Dick Dodge, Legislative Fiscal Analyst Office, and Lois Menzies, Legislative Council researcher.

Chairman Sivertsen said there are several options open to the committee. He said they could take the 12 and 12 as negotiated. Another option is to take into consideration some of the inequities in the system caused by past actions of the Legislature. He said he would like to get some idea of how the committee would like to proceed.

Trish Moore, Administrator, Personnel Division, said the matrix is derived by taking a look at the last fiscal year matrix and increasing 5% of step 2 plus $675. She said step 1 is a probationary step for 6 months. Between step 1 and step 2 there is a 5% difference and 2% difference between all other steps. The second year you inflate 5% plus $725. What happens is that it is a 10% increase for the average employee grade 10 or 11. The 2% increase is where you hear the 10% number. The total percentage increase for an individual at grade 10 is approximately 12%. This explanation was in response to a question from Senator Himsl.

Ms. Rippingale passed to the committee members a copy showing the matrix for the 1981-82 year (EXHIBIT 1) and of the matrix for the 1982-83 year (EXHIBIT 2). She further explained them. Mr. Dodge explained EXHIBIT 3 which is a comparison of the 1981 salary matrix to the 1982 salary matrix. He said insurance is included. Rep. Bardanouve asked concerning Exhibit 3. Ms. Rippingale said this tells you what the percent of increase will be for the employee. The second page of the exhibit tells you what it pays if the employee quits and a new person is hired.

Chairman Sivertsen asked if the committee wished to consider what is happening to the upper grades as they receive lower percentage increases. He said if this continues to happen as we go further down the road we are going to compress the different grades together.

Ms. Rippingale drew the committee's attention to a paper that is EXHIBIT 4 of the minutes. The second page of this exhibit compares state salaries with salaries of other fiscal analyst's states, all survey states and in-state employers. This graph indicates grades 6-10 are paid better in comparison and grades 11 to 15 are 5 to 10% below the mean and 16 to 20 are about 15% below the mean.

Rep. Bardanouve said the finance committee had looked at the problems in the grades 15-20 area. He said this is not popular because they don't have the troops there. He said the problem can't be addressed entirely but perhaps they should be given some raise above the average. He said this will have some impact on the total amount of money available.

Chairman Sivertsen felt a closer look should be taken regardless of the politics as the distortion will grow greater and it could destroy the original concepts of the pay plan.

Senator Dover said the committee would need to determine the percentage increase needed. He moved to have the staff look into thi:

Senator Van Valkenberg said we need to define a few things like political pressure and then have our staff develop different options. If we are going to put more money into these upper grades we will either have to increase the total appropriation or make less money available to the lower grades or reduce the amount of money available for tax relief. If we take the money away from the lower grades, we are talking about political pressure from employees.

Senator Dover said he would amend his motion to do what Senator Van Valkenberg said. This motion carried unanimously with the members present.

Senator Himsl said figures can tell amost anthing you want them to. We need to take into account our supporting base as we have to live in our own community.

Trish Moore, Administrator, State Personnel Division, Dept. of Administration, said this was the rationale behind the fiscal analyst states. These are states with a similar economic base to Montana.

Senator Himsl said he would like to see some figures. Chairman Sivertsen suggested that Ms. Moore and Ms. Rippingale for next time find these. He said at the last meeting someone wanted clarification as to who in the university system was included in the pay plan.

Ms. Rippingale said the faculty do not fit under the matrix. There was an appropriation to take care of the faculty and it is for a 11% increase in terms of money. It is 11% because they fall at 15 and above.

Senator Van Valkenberg said is is also not for legislative employees. This is another sum of money that has to be added.

Rep. Bardanouve said in view of what happened two years ago, whatever we do decide to fund should be fully funded.

Ms. Rippingale said that last time it was figured that turnover would be enough so they didn't need to figure the 2% step increase.

Some of this must be funded and this time there is discussion about only funding 1/2 of a step. We'll need to take a hard look at what that does.

Senator Dover asked about the turnover rate. Ms. Moore said they do not have very accurate turnover data. She said they found that steps did increase from last year to this year approximately 1/2 step as opposed to a full step, which had been the turnover theory.

Chairman Sivertsen said another possibility is allowing different departments an opportunity to give incentives to those who excell in their work and go over and beyond the call of duty to bring excellence into their performance. This is addressed in the bill. We don't need to address this right now but is a consideration that will come into the whole thing before we are through.

Rep. Bardanouve said this can be both good and bad. It encourages people to go beyond the call of duty but it can also bring on favortism and political hanky-panky.

Senator Dover said something that was of concern in their Elected Officials Subcommittee was reclassification as a means of promotion. Using this as a means of getting people up to higher pay then what we intended when we left the session.

Rep. Bardanouve suggested providing that upgrades do not begin until the new budget is presented.

Chm. Sivertsen said upgrades totaled $1,795,450. He said presently an individual can appeal within a grade. What about a class?

Ms. Moore said an agency can check to see if a group of classes are in line and an individual can appeal his grade level. An individual can appeal anything that has to do with their classification or pay level.

Senator Van Valkenberg said the language in the bill would limit the appeal in respect to grades. What impact would that have? How many appeals presently? What about those in the process now?

Ms. Moore said a group appeal is the same thing as a grade appeal. The language in the bill is trying to get at it. A group of employees can come in and say this is my grade level and we are doing the same thing as a group of people classified higher so we should be changed one or more grades. The new language would prohibit this. The individual can come in and say this yet. This would not affect the appeals already on file.

Chairman Sivertsen asked since an individual can expand any way on a matrix system, have we created some distortion with an appeal process. Ms. Moore said this is the most compelling argument for limiting the appeal process. It does have an effect especially with large groups. The eligibility technicians came

in saying they are doing the same job as the employment interviewers. The eligibility technicians are in court right now.

Senator Dover said some group pay was raised in the interim and was that the reclassification thing.

Ms. Moore said on the matrix you have grades and steps. The steps have been used to mitigate difficult regrading problems. We call it "step exception." We were working with administrators who could not fill positions and asked our help. We granted the equivalent of a grade - four steps. She said it was a controversial move and they have received criticism on it. The court ruled we had the authority to do this.

Chairman Sivertsen asked when the union came in and bargained and negotiated was that for dollar increases or upgrades.

Ms. Moore said for pay increases.

Senator Stimatz said he would like to see the 81 - 82 comparison stated in dollars. Ms. Moore said in the binder was a breakdown using dollars.

Senator Van Valkenberg asked for some background on labor negotiations.

LeRoy Schramm, Personnel Division, Dept. of Administration, said the bargaining units are also included in the binder given to the committee members. He said it lists some 70 bargaining units. He said there are three major negotiating groups: Mr. Snyder's MPEA with 4 thousand state employees; AFSME - Boulder-Galen, St. Regis with 500; Warm Springs Independent Union. He said they value settlements with these more as the potential of a strike is greater than other places. He said they basically try to coordinate and steer the negotiations in the same direction so they can get identical settlements in all three places. Then, he said, the rest of the 70 or so other units see the writing on the wall. He said the blue collar plan has two large units in the Highway Department and they set the tone for the blue collar workers. He said some of the smaller units feel this is not a real bargaining unit but he asked what else they could do.

Mr. Schramm said in negotiations on the pay plan they settled on the matrix before the committee. He said most of the unions wanted the lump sum. He said they generally start out with a straight percentage and then arrive at a formula.

Chairman Sivertsen said he has been hearing from a lot of the teachers that they are grossly underpaid. He felt the committee should look into these alleged inequities as they consider the pay plan.

Senator Dover said if what I am hearing from the teachers is right we should look into this. He said he is hearing that they do different jobs than they did, working with a different class of students.

Ms. Moore said they could put together some information on that for the committee.

Mr. Schramm said the negotiations between the teachers and the state had gone to a fact finder, and a decision was expected. He said the teachers' main complaint is that they are not paid on a parity with the school districts. We agree they are not paid according to that level but our argument is they are paid in proportion to others in the pay plan. We haven't paid other state employees according to market rates so why should we treat them differently than other employees.

David Sexton, MEA, said their position on the negotiations has been to move it along as speedily as possible. He said the state has taken the complete time that was allowed for each step and so has caused delays. He said they don't know what the fact finder will recommend.

Chairman Sivertsen said they would like the information on the fact finder's recommendation as soon as it is available.

Representative Bardanouve said pay differential will also need to be addressed.

Chairman Sivertsen said the next meeting will be Tuesday at 7 p.m.

Meeting adjourned at 11:35 a.m.

Respectfully submitted,

Rep Bob Sivertsen

REPRESENTATIVE BOB SIVERTSEN, CHAIRMAN

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STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION

NOTE: INCLUDES INSURANCE.

1981 -- 1982

PAY-MATRIX= STATE PERSONNEL DIVISION SYSTEMS UNIT MATRIX TYPE= ANNUAL

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	7,375	7,744	7,899	8,057	8,218	8,382	8,550	8,721	8,895	9,073	9,254	9,439	9,628
2	7,830	8,222	8,386	8,554	8,725	8,900	9,078	9,260	9,445	9,634	9,827	10,024	10,224
3	8,329	8,745	8,920	9,098	9,280	9,466	9,655	9,848	10,045	10,246	10,451	10,660	10,873
4	8,870	9,313	9,499	9,689	9,883	10,081	10,283	10,489	10,699	10,913	11,131	11,354	11,581
5	9,468	9,941	10,140	10,343	10,550	10,761	10,976	11,196	11,420	11,648	11,881	12,119	12,361
6	10,123	10,629	10,842	11,059	11,280	11,506	11,736	11,971	12,210	12,454	12,703	12,957	13,216
7	10,849	11,391	11,619	11,851	12,088	12,330	12,577	12,829	13,086	13,348	13,615	13,887	14,165
8	11,631	12,213	12,457	12,706	12,960	13,219	13,483	13,753	14,028	14,309	14,595	14,887	15,185
9	12,502	13,127	13,390	13,658	13,931	14,210	14,494	14,784	15,080	15,382	15,690	16,004	16,324
10	13,454	14,127	14,410	14,698	14,992	15,292	15,598	15,910	16,228	16,553	16,884	17,222	17,566
11	14,494	15,219	15,523	15,833	16,150	16,473	16,802	17,138	17,481	17,831	18,188	18,552	18,923
12	15,647	16,429	16,758	17,093	17,435	17,784	18,140	18,503	18,873	19,250	19,635	20,028	20,429
13	16,900	17,745	18,100	18,462	18,831	19,208	19,592	19,984	20,384	20,792	21,208	21,632	22,065
14	18,443	19,365	19,752	20,147	20,550	20,961	21,380	21,808	22,244	22,689	23,143	23,606	24,078
15	20,005	21,005	21,425	21,854	22,291	22,737	23,192	23,656	24,129	24,612	25,104	25,606	26,118
16	21,748	22,835	23,292	23,758	24,233	24,718	25,212	25,716	26,230	26,755	27,290	27,836	28,393
17	23,637	24,819	25,315	25,821	26,337	26,864	27,401	27,949	28,508	29,078	29,660	30,253	30,858
18	25,722	27,008	27,548	28,099	28,661	29,234	29,819	30,415	31,023	31,643	32,276	32,922	33,580
19	28,015	29,416	30,004	30,604	31,216	31,840	32,477	33,127	33,790	34,466	35,155	35,858	35,858
20	30,517	32,043	32,684	33,338	34,005	34,685	35,379	36,087	36,809	37,545	38,296	38,296	38,296
21	33,271	34,935	35,634	36,347	37,074	37,815	38,571	39,342	40,129	40,932	40,932	40,932	40,932
22	36,292	38,107	38,869	39,646	40,439	41,248	42,073	42,914	43,772	43,772	43,772	43,772	43,772
23	39,598	41,578	42,410	43,258	44,123	45,005	45,905	46,823	46,823	46,823	46,823	46,823	46,823
24	43,230	45,392	46,300	47,226	48,171	49,134	50,117	50,117	50,117	50,117	50,117	50,117	50,117
25	47,220	49,581	50,573	51,584	52,616	53,668	53,668	53,668	53,668	53,668	53,668	53,668	53,668

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION

NOTE: INCLUDES INSURANCE.

1982 -- 1983

PAY-MATRIX= STATE PERSONNEL DIVISION SYSTEMS UNIT MATRIX TYPE= ANNUAL

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 2	STEP 13
1	8,434	8,856	9,033	9,214	9,398	9,586	9,778	9,974	10,173	10,376	10,584	10,796	11,012
2	8,913	9,359	9,546	9,737	9,932	10,131	10,335	10,541	10,752	10,967	11,186	11,410	11,638
3	9,435	9,907	10,105	10,307	10,513	10,723	10,937	11,156	11,379	11,607	11,839	12,076	12,318
4	10,004	10,504	10,714	10,928	11,147	11,370	11,597	11,829	12,066	12,307	12,553	12,804	13,060
5	10,631	11,163	11,386	11,614	11,846	12,083	12,325	12,572	12,823	13,079	13,341	13,608	13,880
6	11,319	11,885	12,123	12,365	12,612	12,864	13,121	13,383	12,651	13,924	14,202	14,486	14,776
7	12,082	12,686	12,940	13,199	13,463	13,732	14,007	14,287	14,573	14,864	15,161	15,464	15,773
8	12,904	13,549	13,820	14,096	14,378	14,666	14,959	15,258	15,563	15,874	16,191	16,515	16,845
9	13,817	14,508	14,798	15,094	15,396	15,704	16,018	16,338	16,665	16,998	17,338	17,685	18,039
10	14,817	15,558	15,869	16,186	16,510	16,840	17,177	17,521	17,871	18,228	18,593	18,965	19,344
11	15,910	16,705	17,039	17,380	17,728	18,083	18,445	18,814	19,190	19,574	19,965	20,364	20,771
12	17,119	17,975	18,335	18,702	19,076	19,458	19,847	20,244	20,649	21,062	21,483	21,913	22,351
13	18,435	19,357	19,744	20,139	20,542	20,953	21,372	21,799	22,235	22,680	23,134	23,597	24,069
14	20,055	21,058	21,479	21,909	22,347	22,794	23,250	23,715	24,189	24,673	25,166	25,669	26,182
15	21,745	22,832	23,289	23,755	24,230	24,715	25,209	25,713	26,227	26,752	27,287	27,833	28,390
16	23,640	24,822	25,318	25,824	26,340	26,867	27,404	27,952	28,511	29,081	29,663	30,256	30,861
17	25,693	26,978	27,518	28,068	28,629	29,202	29,786	30,382	30,990	31,610	32,242	32,887	33,545
18	27,960	29,358	29,945	30,544	31,155	31,778	32,414	33,062	33,723	34,397	35,085	35,787	36,503
19	30,452	31,975	32,615	33,267	33,932	34,611	35,303	36,009	36,729	37,464	38,213	38,977	38,977
20	33,172	34,831	35,528	36,239	36,964	37,703	38,457	39,226	40,011	40,811	41,627	41,627	41,627
21	36,166	37,974	38,733	39,508	40,298	41,104	41,926	42,765	43,620	44,492	44,492	44,492	44,492
22	39,450	41,422	42,250	43,095	43,957	44,836	45,733	46,648	47,581	47,581	47,581	47,581	47,581
23	43,043	45,195	46,099	47,021	47,961	48,920	49,898	50,896	50,896	50,896	50,896	50,896	50,896
24	46,991	49,341	50,328	51,335	52,362	53,409	54,477	54,477	54,477	54,477	54,477	54,477	54,477
25	51,329	53,895	54,973	56,072	57,193	58,337	58,337	58,337	58,337	58,337	58,337	58,337	58,337

S-4

Ex. 2

TRIX COMP.WITH 1 STEP

COMPARISON OF 1981 SALARY MATRIX TO THE 1982 SALARY MATRIX

D	STEP 01	STEP 10	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
	20.77	17.33	17.32	17.33	17.32	17.33	17.32	17.31	17.31	17.30	17.29	17.30	15.00
	20.11	16.66	16.66	16.66	16.66	16.65	16.65	16.64	16.64	16.65	16.66	16.65	14.37
	19.46	16.05	16.04	16.04	16.04	16.04	16.05	16.04	16.04	16.04	16.04	16.04	13.77
	18.86	15.46	15.45	15.45	15.46	15.46	15.46	15.46	15.46	15.46	15.46	15.46	13.19
	18.27	14.90	14.89	14.89	14.89	14.89	14.90	14.90	14.89	14.89	14.89	14.89	12.63
	17.72	14.36	14.36	14.36	14.37	14.37	14.38	14.37	14.37	14.36	14.37	14.36	12.12
	17.19	13.84	13.84	13.84	13.85	13.85	13.85	13.86	13.86	13.86	13.86	13.86	11.63
	16.69	13.35	13.35	13.35	13.35	13.35	13.35	13.34	13.34	13.35	13.34	13.34	11.12
	16.23	12.91	12.91	12.91	12.91	12.90	12.90	12.90	12.91	12.91	12.91	12.92	10.70
	15.78	12.48	12.48	12.48	12.48	12.48	12.48	12.48	12.48	12.48	12.48	12.48	10.28
	15.37	12.07	12.06	12.06	12.06	12.06	12.06	12.06	12.06	12.07	12.07	12.07	9.87
	14.96	11.69	11.69	11.69	11.69	11.70	11.69	11.70	11.69	11.69	11.69	11.69	9.50
	14.61	11.33	11.33	11.33	11.33	11.33	11.33	11.33	11.34	11.34	11.34	11.34	9.16
	14.23	10.96	10.96	10.96	10.96	10.96	10.96	10.96	10.96	10.96	10.96	10.96	8.78
	14.13	10.87	10.87	10.87	10.87	10.87	10.87	10.88	10.88	10.87	10.87	10.88	8.70
	14.14	10.87	10.87	10.88	10.87	10.88	10.87	10.87	10.87	10.87	10.87	10.87	8.70
	14.13	10.87	10.86	10.86	10.87	10.86	10.86	10.87	10.87	10.87	10.87	10.87	8.70
	14.13	10.87	10.87	10.87	10.87	10.87	10.87	10.87	10.86	10.87	10.87	10.87	8.69
	14.13	10.87	10.87	10.86	10.86	10.86	10.86	10.86	10.86	10.86	10.86	8.69	8.69
	14.13	10.87	10.87	10.87	10.87	10.88	10.88	10.88	10.88	10.88	8.71	8.71	8.71
	14.13	10.87	10.87	10.87	10.87	10.87	10.87	10.87	10.87	8.70	8.70	8.70	8.70
	14.13	10.87	10.87	10.87	10.87	10.87	10.87	10.87	8.69	8.69	8.69	8.69	8.69
	14.13	10.87	10.87	10.87	10.87	10.87	10.87	8.70	8.70	8.70	8.70	8.70	8.70
	14.13	10.87	10.87	10.87	10.87	10.87	8.70	8.70	8.70	8.70	8.70	8.70	8.70
	14.13	10.87	10.87	10.87	10.87	8.69	8.69	8.69	8.69	8.69	8.69	8.69	8.69

SING MATRIX WITH INSURANCE.
THE VALUES IN THE BODY OF THE TABLE REPRESENT THE
CENT OF INCREASE FROM ONE MATRIX TO ANOTHER.

ATRIX COMP. WITH NO-STEP

COMPARISON OF 1981 SALARY MATRIX TO THE 1982 SALARY MATRIX

	STEP 01	STEP 10	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
	15.01	15.03	15.02	15.03	15.03	15.02	15.02	15.02	15.01	15.00	14.99	14.99	15.00
	14.39	14.38	14.37	14.37	14.36	14.36	14.36	14.36	14.36	14.36	14.37	14.37	14.37
3	13.78	13.77	13.77	13.76	13.76	13.77	13.77	13.77	13.77	13.76	13.77	13.76	13.77
4	13.21	13.20	13.19	13.18	13.19	13.19	13.19	13.19	13.20	13.20	13.20	13.20	13.19
5	12.64	12.64	12.64	12.64	12.64	12.64	12.64	12.64	12.64	12.63	12.63	12.64	12.63
6	12.11	12.12	12.12	12.12	12.12	12.13	12.13	12.14	12.13	12.12	12.12	12.12	12.12
7	11.61	11.61	11.61	11.61	11.61	11.61	11.61	11.62	11.62	11.63	11.63	11.63	11.63
8	11.13	11.13	11.13	11.13	11.13	11.13	11.12	11.12	11.12	11.12	11.12	11.12	11.12
9	10.69	10.69	10.69	10.69	10.69	10.69	10.69	10.69	10.69	10.70	10.70	10.70	10.70
0	10.27	10.27	10.27	10.27	10.27	10.27	10.28	10.27	10.27	10.28	10.28	10.28	10.28
1	9.87	9.87	9.87	9.86	9.87	9.87	9.86	9.86	9.86	9.87	9.87	9.87	9.87
2	9.49	9.49	9.50	9.50	9.50	9.50	9.50	9.51	9.51	9.50	9.50	9.50	9.50
3	9.15	9.15	9.15	9.15	9.15	9.15	9.15	9.15	9.15	9.16	9.16	9.15	9.16
4	8.79	8.79	8.79	8.79	8.78	8.78	8.78	8.79	8.78	8.78	8.78	8.78	8.78
5	8.42	8.69	8.69	8.69	8.69	8.70	8.70	8.70	8.70	8.70	8.70	8.70	8.70
6	8.43	8.70	8.70	8.70	8.70	8.70	8.70	8.70	8.69	8.69	8.69	8.70	8.70
7	8.42	8.69	8.69	8.69	8.69	8.69	8.69	8.69	8.69	8.69	8.70	8.69	8.70
8	8.43	8.70	8.70	8.70	8.70	8.70	8.69	8.69	8.69	8.69	8.69	8.70	8.69
9	8.42	8.69	8.69	8.69	8.69	8.69	8.69	8.69	8.69	8.69	8.69	8.69	8.69
0	8.43	8.70	8.70	8.70	8.70	8.70	8.70	8.70	8.71	8.71	8.71	8.71	8.71
1	8.42	8.70	8.70	8.70	8.70	8.70	8.70	8.70	8.69	8.70	8.70	8.70	8.70
2	8.43	8.70	8.70	8.70	8.70	8.69	8.70	8.70	8.69	8.69	8.69	8.69	8.69
3	8.43	8.70	8.70	8.70	8.70	8.70	8.70	8.70	8.70	8.70	8.70	8.70	8.70
4	8.42	8.70	8.69	8.70	8.70	8.69	8.70	8.70	8.70	8.70	8.70	8.70	8.70
5	8.43	8.69	8.70	8.70	8.70	8.69	8.69	8.69	8.69	8.69	8.69	8.69	8.69

TRIX INCLUDES INSURANCE.
HE VALUES IN THE BODY OF THE TABLE REPRESENT THE
CENT OF INCREASE FROM ONE MATRIX TO ANOTHER.

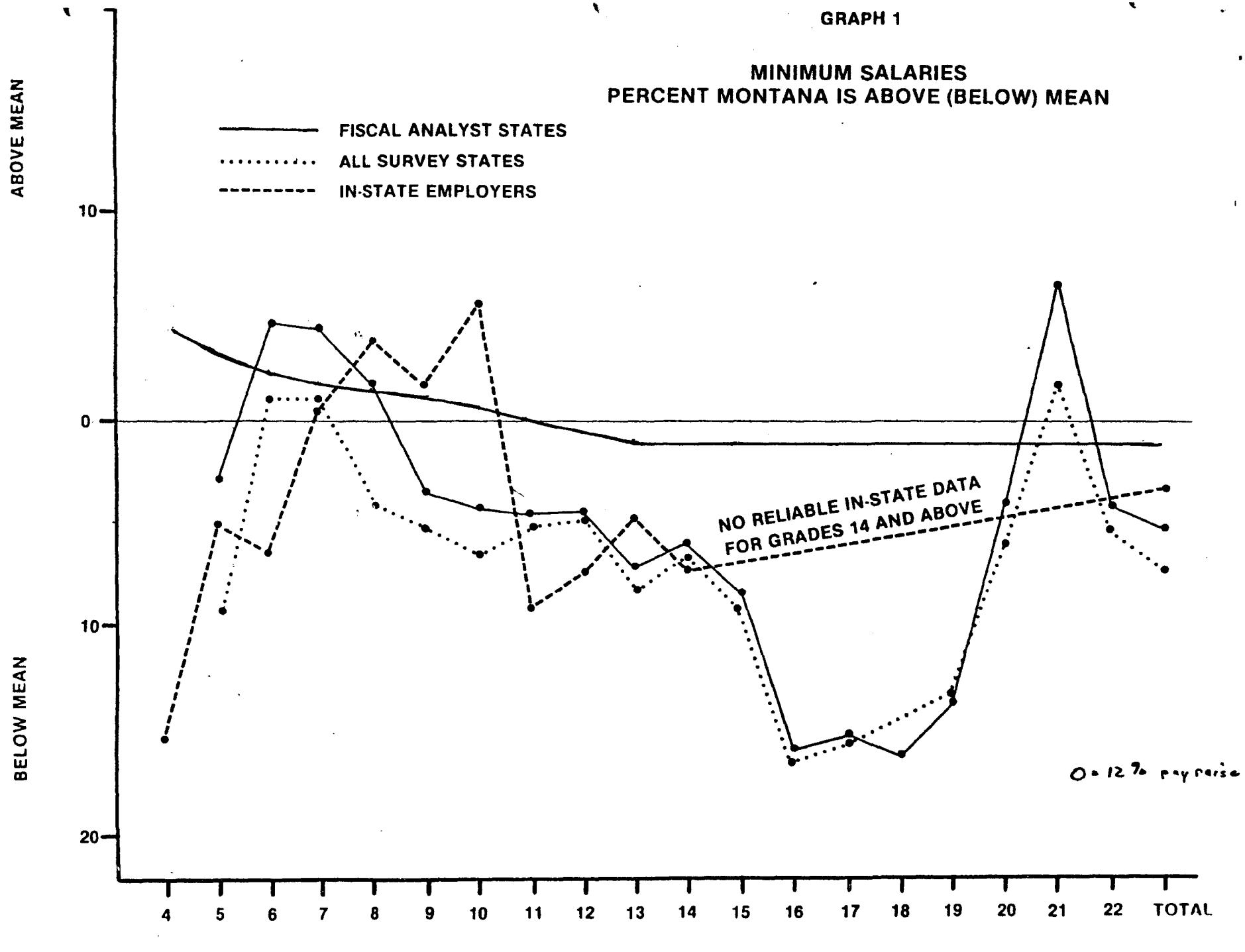
Ex. 4 a

DISTRIBUTION OF STATE EMPLOYEES ON THE STATE PAY MATRIX

	FTE	%
Grades 4 and Below	52.67	0.55
Grades 6 to 10	4,345.25	45.25
Grades 5, 11 to 15	4,378.68	45.60
Grades 16 to 20	731.23	7.61
Grade 21	26.00	0.27
Grade 22 and Up	68.90	0.72
TOTAL	9,602.73	100.00

JR:jt:y

GRAPH 1


MINIMUM SALARIES
PERCENT MONTANA IS ABOVE (BELOW) MEAN
FISCAL ANALYST STATES
ALL SURVEY STATES
IN-STATE EMPLOYERS
ABOVE MEAN
BELOW MEAN
PERCENT DIFFERENCES
10
0
10
20
NO RELIABLE IN-STATE DATA
FOR GRADES 14 AND ABOVE
0 = 12 % pay raise
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
TOTAL

Ex. 4b

The in-state results show a lesser discrepancy than the fiscal analyst states and the all survey states because the in-state key class sample predominantly represents lower grade levels. Montana has a history of being less competitive at the upper pay grades. The state's pay system has not changed enough to alter the trend of being less competitive in the higher pay grades.

The state's maximum salaries, average salaries and total compensation are less competitive than minimum salaries. This is because other employers increase the pay of their employees faster than does Montana. Further analyses of the salary data within this report is focused on minimum salaries unless indicated otherwise.

Grade Level Comparison

Table 5 and Graph 1 show the state's salary competitiveness by grade level. In most cases, Montana is below average. In many of these cases, Montana is significantly below average. It appears that the state is having pay problems at grades 4 and 5, and from grades 9 through 19 the state becomes increasingly less competitive.

TABLE 5
Minimum Salaries
Percent Montana is Above (Below) Mean

Grade	Fiscal Analyst States	All Survey States	In-State Employers
4	*	*	(15.6)
5	(3.0)	(9.3)	(5.1)
6	4.8	0.9	(6.4)
7	4.3	0.9	0.2
8	1.7	(4.3)	3.4
9	(3.6)	(5.3)	1.5
10	(4.4)	(6.7)	5.5
11	(4.8)	(5.3)	(9.1)
12	(4.6)	(4.9)	(7.6)
13	(7.1)	(8.6)	(5.0)
14	(6.0)	(7.0)	(7.3)
15	(8.3)	(9.7)	**
16	(16.3)	(16.8)	*
17	(15.5)	(15.8)	**
18	(16.3)	(16.4)	*
19	(13.9)	(13.4)	*
20	(4.8)	(6.0)	*
21	6.1	1.8	*
22	(4.2)	(5.5)	*
Total	(5.3)	(7.3)	(3.5)

*No data available

**Data available are not likely to adequately represent the grade level.

MINUTES OF THE SELECT COMMITTEE ON THE PAY PLAN
March 23, 1981

The Select Committee on the Pay Plan convened at 7:12 p.m. in the House Chambers on March 23, 1981, with Chairman Sivertsen presiding and all members present.

Chairman Sivertsen said the sponsor of HB 700, Representative Art Lund, had decided to withdraw his bill. He opened the meeting to a hearing on SB 371.

SENATE BILL 371

SENATOR JACK HAFFEY, District 45, chief sponsor, read his testimony and a copy of his testimony is EXHIBIT 1 and part of the minutes. A copy of suggested amendments which he presented is EXHIBIT 2 of the minutes.

GENE FENDERSON, Local 254, said they are in full support of the bill. He referred the committee members to a booklet passed to the committee at the previous hearing on HB 840 titled "Briefing-Management to You." He said among other things this indicates that of 1750 upgrades, 348 came through direct employee input and 220 by class action appeal. The remainder were from upgrades through internal reviews by the Department of Administration. He read a letter contained in the material to Jim Flynn from the Department of Administration saying this type of pay plan in HB 840 would provide a system that is competitive and meets administration needs and employee fairness. It basically allows each department to run their own classification system. If you think you have problems with this plan today, two years from now you will see real problems if this goes through. The classification grades should be settled at the bargaining table where it has been proven to work.

R. NADINE JENSEN, Helena, AFSCME, said they support the bill which would return the negotiations to the bargaining table where such items rightfully belong. Through negotiations the blue collar plan negotiated upgrades for certain classifications. The bill would delete the arbitrary manner in which the state deals with its employees. She suggested SB 371 be used to amend HB 840.

DURINDA STOCK. Montana Federation of Data Entry and Computer Services, MFT, AFT, AFL-CIO, spoke next in support and a copy of her testimony is EXHIBIT 3 of the minutes.

JERRY DRISCOLL, Laborers' Union Local 98, Billings, spoke in support. He said the systems working the best are the blue collar plan, the teachers plan and the liquor store clerks plan. These three plans have the right to negotiate their plans. To indicate problems state workers are having with the present pay system he read a letter and draft class specifications from the Department of Administration to Alice Shephs, Hotel Motel Restaurant Workers, Local #509. Copies of these are EXHIBIT 4 of the minutes. He said the problem explained by the Exhibit caused a two period downgrade for some. The workers were not able to add any input. He said there would be less trouble if the union had the right to negotiate these job distributions. He

urged the bill be passed.

PAT McKITTRICK, Teamsters Joint Council #2, mentioned the success of the collective bargaining units for the blue collar workers and the liquor employees. Through the bargaining table the employees can give and take with the employer and each can hear the other grievances and explore them. The collective bargaining concept recognizes that the state employees are first class citizens and human. He said it would be to the success of the pay plan and benefit of the administration and the legislature to expand this program the way this bill plans to go. He said there is nothing wrong with the employee and employer bargaining over these issues. It is a democratic process. The important thing is that each side approach the bargaining table in a good faith attempt to solve the problems. He said these problems are going to be solved through a unilateral, heavy-handed implementation by administration or by holding a hammer over someone's head. The way to handle them is through the bargaining table.

JOE ROSSMAN, Joint Council of Teamsters, Butte, said they fully support the bill. He said there is bad language in HB 840. Restrictions within have been requested by the Department of Administration. He said the department seems to feel public employees are different from private employees. Mr. Rossman said he has been involved in quite a few wage studies and has found that when management and union sit down and classify people together it is the end of their problems. He urged that HB 840 would be amended by this bill, and this bill be given a do pass.

J. D. LYNCH, Montana Building and Construction Trades, said he applaude the efforts of the sponsoring Senator. He said he recalled the misgivings when the pay plan was first enacted and most knew corrections would have to be made. Some of these corrections are long over due. He said they want to go on record as favoring the bill.

JIM McGARVEY, Montana Federation of Teachers, AFL-CIO, spoke in support. He handed to the committee members a paper showing the number of categories in each grade (EXHIBIT 5.) He said 12,000 of the employees are in the first 15 grades. Thirteen hundred categories address everyone from painters to alcohol counselors. Last session when we were told we could no longer negotiate classifications, we were told we could appeal. Another proponent has mentioned that about 7% of all the upgrades have come from the appeals and this is out of 1700 to 2100 upgrades. So it is a very small amount. He said when the act for collective bargaining was enacted it was for employees to be represented as a group before the employer - the state of Montana The needs of these employees were not to be circumvented for the needs of management. It was a good, well-balanced process. Anytime this process is tilted in one direction or the other it is not a good process and it tends to become more tilted. This bill will help as it will replace language taken out by the last session. He mentioned a court case by the building trades that is costly to both the union and to the state. He said many of these things could be resolved through the bargaining process. He said there has not been any court cases in the three plans. He said this law would be good for the em-

ployee the employer and the taxpayer. Everything should be out on the bargaining table. We are told you can't do it here but you can appeal it - maybe hear in five or six years and by then we will never know who was at fault. We should have bargaining like in the private sector

ALICE SHEPKA, Hotel-Motel Restaurant Workers, Local 509, Anaconda, spoke in support. She said their case goes back to 1975 when they were under arbitration to be put into support care versus direct care. $137 for support and $149 direct care so the process cost our members $576 in a year for the biennium. We do not think the pay plan is benefitting the members like it should. It is causing dissention among our memebers. Classification is cumbersome and inaccurate.

TOM SCHNEIDER, Helena, MPEA, said they support the bill. He said if the design is to stop the appeal process it can be done by negotiations. He said if we had negotiations on the classifications at the same time as the cost of living was negotiated, you would have them before you now for appropriations and not for retroactive pay. Two years ago we were told they couldn't allow any more negotiations - out of 1700 plus grades only 24 through the appeals process. He said he is sure if they had had the leeway to negotiate the grades in the past two years they would have solved many of the problems and not had the appeals that are in the process now.

DON JUDGE, Montana AFL-CIO, said he had checked the room to try to remember who was here in 1973 and 1974 and went through the week-long armory classes to work out the pay plan. He said he had attended them and also many of the interim committee meetings held. He said he has been with the bill for a long time - through the whole program. It has been very frustrating at times. Three of the plans are working and involved in collective bargaining. This is all the rest of the state employees are asking for - a chance to have realistic collective bargaining. HB 840 would further restrict the employees as far as input. He said he has heard the complaints that the unions are too many and they haven't got their act together, and that it wouldn't be a unified pay plan. There are a lot of unions involved in the blue collar plan. They show that it works. It is time to say "Hey" maybe the employees and their organizations are right. The state has had the opportunity unilaterally to get things done. They haven't done it. Now give us a chance through collective bargaining.

DAVID SEXTON, MEA, said they believe in free and unfettered collective bargaining and think this bill is a step in the right direction.

TRISH MOORE, Administrator, State Personnel Division, Department of Administration spoke as an opponent. She said the bill once again would make classification a mandatory subject of bargaining. This was made permissive last session. This could cause workers doing identical work to get different salaries. The classification system strives to treat all employees similarly as far as pay is concerned. Collective bargaining is difficult as there are many unions and also a good block or unorgainzed employees. Secondly, the bill allows for wages to be negotiated after the legislature has passed a pay bill

and gone home. Now once the pay is established it is the rate and can't be negotiated above and beyond that. The bill removes the provision that union members will not receive their pay increases until the unit has settled. This is an incentive to settle quickly. She said no one lost money last time. She said it seems to them the intent of the law is to have the executive branch present the settlements to the legislative branch for ratification. Several of the provisions in the bill might take awhile and make this difficult to do. The legislature has pay setting authority.

SENATOR HAROLD DOVER, District 24, said he spoke as a "ponent." He said he doesn't know too much about unions but would like some answers. Some people asked for reclassifications and some people got them. As a committee member he knew some of this was criticised as reclassification was a means of raising the pay of quite a few people more than had been allowed for. He said his question was that if the unions want the responsibility of classifying people and having more classes, would they also accept the responsibility of seeing that it fits within the budget. He felt you can't open end this and let someone else dictate what the classification raises are going to be and what the salary raises are going to be.

Chairman Sivertsen opened the meeting to questions from the committee.

Senator Himsl asked if the bill does away with classification in the pay plan and leaves it to collective bargaining. Mr. Judge responded what the bill is doing is to allow for negotiations on prebudgetary as well as post budgetary classification. Classification still exists within completely negotiated plans.

Senator Himsl said to allow for reasonable classification seems to me you are bargaining on classification, bargaining on grade, bargaining on the whole business. Mr. Judge said you are bargaining the whole thing. Problem is the limited number of grade levels within the plan.

Senator Himsl asked what teachers are we talking about. He said he has had many complaining letters from teachers. Mr. McGarvey said seven different institutions hire teachers and they are represented by three organizations and none of them have an agreement yet. I think it has more to do with dollars than the way it is negotiated. The state's going rate for teachers is lower than in the public section.

RICHARD HULL, Mountain View School Teacher, said they were removed from the classification system in 1975. In the last go around in 1979, Mr. South got them 90% parity with the Helena School system. But the legislature didn't fund them. They said it was to maintain parity within the state employee system. Teachers are not paid for the profession and that is why we have this conflict now. He said they have not agreed on a contract.

Senator Van Valkenberg said he would like to know if there is any appreciable difference in the percentage of grade appeals between the main pay plan and the other three pay plans. Ms. Moore said only on the state pay plan are there appeals. The other three pay plans

have an agreement not to appeal. Senator Van Valkenberg asked if we are talking about an agreement which the unions would be willing to make not to appeal grades if they are able to negotiate these items. Mr. Schneider said the understanding has been if you negotiate classifications you can't appeal on classification. Many people aren't covered by contracts that will still appeal classifications.

Chairman Sivertsen asked Mr. Judge how in his opinion you can maintain a statewide pay plan if we allow bargaining units to come in separately and bargain for their people. How can we maintain a state plan? Won't it destroy the pay plan? Mr. Judge questioned if a single pay plan is appropriate. Teachers shouldn't be on the same plan as the others because of the nine months schedule and other reasons like education. The blue collar plan does not factor the people under it. They have job descriptions. The blue collar plan is a statewide plan made up of eleven different unions and that don't all negotiate together and it works. It works because there are no appeals. It can be done.

Ms. Moore responded to the same question. She said in response to Mr. Judge that those three pay plans work well. A major distinction of these plans is that they pretty much represent a single occupational group. We are talking about the other plan - the state pay plan which covers 1,000 occupations, organized and unorganized, secretaries to division administrators. Difficulty comes in taking all those things into consideration when bargaining.

Mr. McGarvey said he would like to point out language on page 2, lines 15 to 20, where concerns could be addressed through prebudget negotiations. It provides a form to address the concerns a particular group might have. Now, he said, we get told "like to talk to you, but the Legislature says we can't." This is a simple form to present our case.

Rep. Sivertsen questioned the last statement that "the Legislature says you can't." Mr. McGarvey said that is what we are hearing. The current law without this language gives them the opportunity to make that statement. When this language was in the law at least we could come in and make our case known.

SENATOR HAFFEY in closing said Mr. Rossman had something he wished to add.

Mr. Rossman said he would like to clarify for the committee what we are talking about as far as negotiations for classifications. Under the blue collar plan first you agree to a man and then you describe his job. The manual tells you what each job duty is and the bargaining team agrees on language that describes the job and then factoring the job out to fit the manual. He said when they are talking about negotiating classifications they don't just go in and say this job should be worth a dollar more an hour.

Senator Haffey said he would like to give his reactions to some of the testimony. He said he could respect Ms. Moore's saying that it would be hard to manage this whole situation from the standpoint of the Department of Administration. To the suggestion that there would be some unfairness if collective bargaining would be allowed, he said equity is not a static but a dynamic thing. Where inequity is preceived it will need to be remedied. He said the tool does exist on behalf of the state to push unsigned contracts into a signed position. Speaking in terms of philosophy, he said this plays a big part in the employees' morale - it can lead to a meaningful relation and would play a function of fairness in the setting of salaries. It would lead to higher employee morale and so a higher level of productivity. He thanked the committee and urged them to give this bill a positive consideration.

The meeting adjourned at 8:30 p.m.

Respectfully submitted,

Bob Sivertsen

REPRESENTATIVE BOB SIVERTSEN, CHAIRMAN

eas

The Big Sky Country

MONTANA STATE SENATE

Senator Jack Haffey
District No. 45
709 West Fourth Street
Anaconda, Montana 59711

Committees:
Finance and Claims,
Education

SENATE BILL NO. 371
PRESENTATION AND TESTIMONY OF JACK HAFFEY, SPONSOR
SENATE DISTRICT NO. 45

PRESENTED TO THE SELECT COMMITTEE ON EMPLOYEE COMPENSATION
Monday, March 23, 1981

Mr. Chairman and Members of the Committee, my name is Senator Jack Haffey from Senate District No. 45, and I'm appearing here today as chief sponsor of Senate Bill 371.

Senate Bill 371 is designed to restore the necessary balance between state employees and their representatives and state government in the collective bargaining process over pay, classification, and working conditions of state employees. Since 1977, legislative amendments to attempt to correct administrative problems within the state's pay and classification plan have resulted in restrictions to meaningful employee input into the system, while at the same time failing to correct the problems they sought to resolve.

I would like to take you through the bill in detail in order to familiarize you with its provisions. Because these provisions relate to language also contained in House Bill 840, the new state pay plan bill, I am going to refer to the corresponding portions of that bill which would be affected by enactment of Senate Bill 371. In fact, you could say that Senate Bill 371 is simply a suggested set of amendments to House Bill 840, and if you follow both bills at the same time, you'll be able to see what I'm talking about.

The first "amendment" offered in Senate Bill 371, beginning on page 1, line 21 and running through page two, line 4, strikes out language prohibiting collective bargaining on the largest of the state's pay and classification plans. This amendment would remove that same language from page four, lines 4 through 12 of House Bill 840.

The second "amendment" offered in Senate Bill 371 is the insertion of the new language contained on page two, lines 15 through 20. This amendment simply reinstates the collective bargaining language regarding the largest of the state's pay and classification plans which was

removed by the legislature in 1979. This language could appropriately be placed in House Bill 840, page 4, following line 24.

The two "amendments" which I have just described are intended to allow the representatives of organized state workers to negotiate on all factors relevant to the determination of classification and grade levels. Although the state may argue that such a system is unworkable, because of the number of organizations involved, the fact of the matter is that the only pay plans which seem to be working are those which still allow negotiations on such factors. In addition, it should be pointed out that the state has had two years to correct its problems unilaterally, and now in House Bill 840 we find further proposals to restrict the employee input through removing the opportunity to appeal grade levels for state workers. Factors determining classifications also establish grade levels, and negotiation of such factors seems the reasonable way to arrive at mutually agreeable levels.

The third "amendment" offered in Senate Bill 371 begins on page two, line 22, where I am proposing to strike the words "and intent", and then continues on page 3 where I am proposing to delete the language contained in lines 2 through 19. This same language can be found on line 1 of page 5 and lines 6 through 23 of page 5 of House Bill 840. The intent of this proposal is to again return reasonable collective bargaining for state employees to the negotiating table. The current restrictions imposed by this language make it literally impossible for unions representing state employees to arrive at mutually agreeable settlements on pay and classification matters with the state. The state already is asserting that grade levels should not be appealable which also might mean that they have been losing such appeals. It doesn't make sense to me to cast the pay and classification system in concrete if it is flawed. The consequences can be dire in terms of equitable treatment between sessions and resulting productivity levels. Reasonable negotiations can correct such flaws and provide for better plan stability, less employee unrest and higher productivity.

The fourth "amendment" offered in Senate Bill 371 is contained on page 6, lines 3 and 12 wherein I am proposing to remove the word "maximum". Again, the law should not set an arbitrary ceiling on something which may be better and more amicably and equitably established through collective bargaining. This same language which I am proposing to remove can be found on page 8, lines 11 and 21 of House Bill 840.

The fifth "amendment" offered in Senate Bill 371 is contained on page 6 lines 23 through 25 and page 7, lines 1 through 14. I am proposing to delete language which grants an unreasonable advantage to the state over its employees. By allowing the state to hold back implementation of pay raises to employees in collective bargaining units, the legislature has given the state a hammer to hold over such employees'

heads while demanding unreasonable concessions on language affecting working conditions, hours of work and benefit provisions for such workers. If the state's demands preclude reaching settlement within a reasonable period of time, then the pay raise becomes a carrot conceivably causing employees to consider decertification or even decertify in order to receive their raises, while the unorganized fellow state workers already have their raises. The language which I am proposing to delete with this amendment is found on page 9, lines 8 through 25, of House Bill 840.

The last proposal being offered in Senate Bill 371 is contained on page 7, lines 19 through 21. This simple "amendment" is intended to provide that methods of administration of the state's pay and classification plans are appropriate for negotiation between the representatives of state workers and the state. The language to be deleted can be found on page 10, lines 1 and 2 of House Bill 840, and the new language would be inserted following the word "agreements", on line 5 of that same page.

Mr. Chairman and members of the Committee, I believe that collective bargaining is the most appropriate way to resolve employer-employee problems within the state's pay and classification plans. It appears to be working with the blue collar, teachers, and liquor store clerk's plans, and I see no reason why it can't work for the remainder of state government employees.

There are others wishing to speak on this bill and I urge this committee to carefully consider their testimony. When they are finished, I would appreciate the opportunity to close.

Ex. 2

PROPOSED AMENDMENTS TO SENATE BILL 371

Amend Page 7, line 15

FOLLOWING: methods of Administration

INSERT: not inconsistent with the purpose of this part and

Explanation -- Overzealous attempt to correct problems existing in current law. Removal of this language was unnecessary and, therefore, it should be reinstated.

Amend Page 7, line 17

FOLLOWING: Schedules provided in

STRIKE: 2-18-313, 2-18-314, or

INSERT: 2-18-311 through

Explanation -- Necessary methods of administration should be an appropriate item for negotiation in all of the state's pay and classification plans. This amendment provides consistency with the intent of the rest of the bill.

Ex. 3

AFL-CIO
AFT
MFT
LOCAL 3923
DATA ENTRY & COMPUTER SERVICES
DECS

DORINDA LEE STOCK
PRESIDENT
CHERYL OSTROM
VICE PRESIDENT
JEANETTE RUSHFORD
SECRETARY
MEL LISTON
TREASURER

March 23, 1981

My name is Dorinda Stock and I represent the Montana Federation of Data Entry and Computer Serveces, MFT, AFT, AFL-CIO.

We are frustrated and moral is low.

The classification and pay rules that apply to management/ professional employees do not apply to lower ranking personnel.

> Management/professional employees in the Computer Services Division received an extra 4-step increase during the last biennium. The result was a 19% increase over the past 2 years--8% more than the increases granted by the 1979 Legislature. The average increase for management/professional was $4889--over half of the annual salary of some of our bargaining unit members.
>
> Management/professional employees have been hired from outside State Government at steps 6 thru 13.

Collective bargaining units cannot bargain classification or pay levels after the legislature adjourns. The reverse is not true.

> Management uses the withholding of our salary increases as a negotiating tool for their gains on non-economic items. We cannot receive our wage increments until the contract has been ratified even though we're only negotiating non-economic items.

At the bargaining table, we are told that we have an appeals process to follow if we are dissatisfied with the grading structure. But, because of the inefficiencies of the present system, so many appeals have been filed that it now takes a minimum of two years before a case can be heard.

During pre-budget negotiations, we went to the bargaining table in good faith to negotiate classifications and working conditions for 72 members. We were told that since we are at the bottom of the pay plan, if our grades were increased, it would cause a domino effect on the pay plan. In essence, we were bargaining for all state employees.

1308 PHOENIX AVE. • HELENA, MONTANA 59601 • (406) 449-2596

In summary, we have had our salaries withheld for non-economic items, we've seen management/professionals receive extra salary increases when we were denied the opportunity to negotiate them, and we've seen management/professional employees hired at higher steps than the classification and pay plan allows.

I urge you to correct these inequities and support SB371.

Thank you.

DEPARTMENT OF ADMINISTRATION
PERSONNEL DIVISION

TED SCHWINDEN, GOVERNOR

MITCHELL BUILDING

STATE OF MONTANA

(406) 449-3871

HELENA, MONTANA 59620

March 10, 1981

Alice Shepka
Hotel-Motel Restaurant Workers
Local #509
Box 1163
Anaconda, MT 59711

Dear Alice:

In accordance with 2-18-203 M.C.A we are sending you copies of new draft specifications for the Food Service Worker class series. These specifications were rewritten at the request of the University System and the Department of Institutions.

If you have any comments or questions please contact this office. We want to implement these specifications as soon as possible.

Sincerely,

John H. McEwen

John H. McEwen, Chief
Classification Bureau

JHM/dl

Enclosure

cc: Tom Gooch
Joe Sicotte

AN EQUAL OPPORTUNITY EMPLOYER

DEPARTMENT OF ADMINISTRATION
PERSONNEL DIVISION

CLASS SPECIFICATION

UPDATED: 1/81

FOOD SERVICE WORKER IV

SUMMARY OF WORK:

Under general supervision performs advanced skilled cooking work and serves as "head cook" in directing the preparation of food for an institutional kitchen. Exercises supervision over kitchen employees.

ILLUSTRATIVE EXAMPLES OF WORK:

Directs the preparation and serving of food items; prepares food items including difficult gourmet or speciality dishes; requisitions food items and supplies from storage; assists with menu planning, recipe writing and meal and staff scheduling; assigns production recording duties and assures that proper quality and quantities are produced; insures that kitchen area is cleaned and maintained; may assist in the hiring of staff; performs related work as required.

REQUIREMENTS:

KNOWLEDGES: Considerable knowledges of cooking and food production; sanitation rules and procedures. Working knowledge of supervisory practices

SKILLS: Skill in the operation of various types of kitchen equipment.

ABILITIES: Ability to cook quantities of food from prepared menus; to perform manual labor and work for prolonged periods while standing; to develop menus; to supervise the work of others; to establish and maintain effective working relationships with others; to communicate effectively orally and in writing; to follow oral and written instructions.

The above knowledges, skills and abilities are typically acquired through a combination of education and experience equivalent to three years experience in an institutional or commercial food operation. This should include one year of experience as a cook and experience in a supervisory capacity.

DRAFT

Any one position may not include all of the duties listed nor do the listed examples include all tasks which may be found in positions of this class.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION
PERSONNEL DIVISION

CLASS SPECIFICATIONS

CLASS CODE	315004
GRADE	10
LAST UPDATED	3-14-75

OCCUPATIONAL GROUP: Miscellaneous Cooks, Except Domestic

MONTANA CLASSIFICATION TITLE: Cook IV

3

DESCRIPTION OF WORK

GENERAL DUTIES: Performs supervisory and complex cooking duties of special menu items; performs skilled work; trains and supervses less skilled staff.
SUPERVISION RECEIVED: Works under general guidance and direction of an administrative superior.
SUPERVISION EXERCISED: Exercises supervision and training of a large number of unskilled and semi-skilled staff employed in all areas of food production.
DISTINGUISHING CHARACTERISTICS: Employees in this class perform a wide variety of professionally skilled tasks in the actual cooking and training to produce special recipe foods. Employee receives broad work assignments and operational goals and is expected to perform independently.

EXAMPLE OF DUTIES

Plans, supervises and participates in the preparation of complete meals on a very large scale; estimate food amount needs, and requisitions and receives foods to prepare meals in accordance with menu; trains and instructs new employees in their duties; establishes and maintains production time schedules; establishes procedures and maintains kitchen sanitation; performs related work as required.

MINIMUM QUALIFICATIONS:

KNOWLEDGES: Thorough knowledge of planning, preparation, cooking and service of food. Some knowledge of personnel supervision.
SPECIAL SKILLS: Skill in decorating special event menu items.
ABILITIES: Ability to establish and maintain effective working relationships with staff and management; to follow written and verbal instructions; to perform highly professional skilled cooking on a large and complex scale; to provide training and supervision over a large staff; to plan and implement complex production methods; to work prolonged hours while standing.
EDUCATION: High school graduation.
EXPERIENCE: Three years experience as a cook in a large volume institutional or commercial operation with extensive planning and supervisory responsibility.

OR

Any equivalent combination of education and experience.

USER AGENCIES: ☐ All ☐ * As Noted Below ☐ All Except Those Noted Below

6402 6406 6412

NOTE: Duties described above are not necessarily all inclusive for this class.

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION
PERSONNEL DIVISION

CLASS SPECIFICATIONS (4)

CLASS CODE	311004
GRADE	08
LAST UPDATED	3-14-75

OCCUPATIONAL GROUP: Waiters, Waitresses, and Related Food Serving

MONTANA CLASSIFICATION TITLE: Food Service Worker IV

DESCRIPTION OF WORK

GENERAL DUTIES: Performs supervisory skilled manual labor in attending to the needs and maintenance of a food serving area.
SUPERVISION RECEIVED: Works under general supervision of an administrative superior.
SUPERVISION EXERCISED: Exercises supervision over food service personnel.
DISTINGUISHING FEATURES: Differences between Food Service Worker classification levels are made upon the basis of complexity and variety of tasks assigned, size and food volume of work unit type and number of staff supervised and supervision required over the position.

EXAMPLE OF DUTIES

Assigns and supervises duties of personnel; maintains inventories and orders supplies; keeps time and attendance records; assists personnel in preparing and serving food, cleaning tables and washing dishes, setting and waiting on tables; may be responsible for cafeteria cash accounting and menu planning; performs related work as required.

MINIMUM QUALIFICATIONS

KNOWLEDGES: Thorough knowledge of kitchen sanitation; the use and care of dishes, food implements and kitchen utensils and accessories; modern supervisory practices; the preparation and presentation of a variety of prepared foods.
SPECIAL SKILLS: Skill in the operation of food service equipment.
ABILITIES: Ability to establish and maintain effective working relationships wth employees, other agencies and the public; to follow written and verbal instructions; to communicate effectively verbally and in writing; to lift up to 25 pounds; to effectively supervise other employees.
EDUCATION: Completion of the eighth grade.
EXPERIENCE: Three years experience in food preparation or service.

OR

Any equivalent combination of education and experience.

USER AGENCIES						
		All	*	As Noted Below		All Except Those Noted Below
6402 6406						

NOTE: Duties described above are not necessarily all inclusive for this class.

Ex. 5 McSorley

GRADE	# OF CATEGORIES
1	none
2	1
3	2
4	13
5	31
6	56
7	68
8	108
9	95
10	106
11	146
12	178
13	156
14	186
15	166
	1312 TOTAL

MINUTES OF THE SELECT COMMITTEE ON THE PAY PLAN
March 24, 1981

The Select Committee on the Pay Plan convened on Tuesday, March 24 1981, at 7 p.m., in Room 103 of the State Capitol, with Chairman Sivertsen presiding and all members present for an executive work session. Also present were Judy Rippengale and Dick Dodge of the Legislative Fiscal Analyst Office and Lois Menzies, a researcher with the Legislative Council.

Chairman Sivertsen said he had a statement to make to some of the labor people. He said he and the other legislators have been receiving many letters and calls due to a misleading statement sent out on letterhead of Tom Schneider's group, The Montana Public Employees Association. He read the statement (a copy is EXHIBIT 1). The gist of the statement was that the Republican leadership is preparing 8% and 8% matrices and to protest by writing to the Republican Representatives. Chairman Sivertsen said he could not understand why anyone would want to put this kind of information out to the people and get them shook up without necessity. The committee is a bipartisan committee and will look at all and come out with the best pay plan possible. There is no truth in the 8% and 8% rumor. He said he wanted it understood by all that the committee won't be pressured into anything but will be as fair as can be and to this point in time have laid everything on the table and will continue to do that in the future. He said if anyone needs any information to come and visit with him. He said there will be no problems as long as he is not misquoted. He reminded the lobbyists that the legislature by law is not bound by the negotiation's agreement. The legislature is the one that has to appropriate the money and one of their duties is to look out for the taxpayers' dollars as well as for the public workers.

REPRESENTATIVE ROBERT MARKS said he wanted to make it clear that the Republicans did not try to subterfuge the pay plan. He said it was not until the 13th of this month that the pay plan, HB 840, was received from the Governor and signed by Rep. Bardanouve and Senator Van Valkenberg. There was nothing the committee could do until the bill was received. He said it is a disservice to the committee to say there are secret meetings behind closed doors. He said this is not a political matter. He said it is inappropriate for people in the interest groups to send this kind of letter to the committee. We have come here to try to work this out together.

TOM SCHNEIDER said it was all over the halls during the big hearing on the pay plan.

Chairman Sivertsen said he was sorry this happened and he hoped that work could be done in a good spirit and the legislature could come out with a pay plan that will be suitable for the public employees.

REPRESENTATIVE FAGG said he would like to state also that as a member listed on the sheet as leadership an 8% and 8% matrics has never been recommended.

Chairman Sivertsen said a question was brought up at the last hearing concerning discrepancies in state teachers' salaries. He had asked Mr. Sexton to present some information on this.

DAVID SEXTON, MEA, handed out material to the members (a copy is EXHIBIT 2, 2a and 2b of the minutes). He thanked the committee for the opportunity to present the material showing how the teachers in the state institutions compare with other teachers in the state. For a beginning teacher the discrepancy is about $1,151 less than the lowest when compared to the three school districts in which they are located. In 1983, that discrepancy will be $1500. This discrepancy increases as you go up the salary schedule. Also of concern is the schedule itself as it permits only 10 steps as compared to 16 for the average school district. More steps should be added to the experience column. Teachers in the state institutions who have the same kind of background and do the same kind of job (more difficult due to the kind of youngsters they deal with) should be paid on a par with the public school teachers.

Senator Dover asked why the discrepency between the School for the Deaf and the Blind and the institution schools. Mr. Sexton said the School for the Deaf and the Blind have a different employer - the Board of Education. The others are under the Department of Institutions.

LEROY SCHRAMM, Department of Administration, said the Education Subcommittee on Appropriations revoked the School for the Deaf and Blind's request to be put on parity with the Great Falls School District. He said the committee voted four to one against this parity. On the negotiation question - they are negotiating with the institution teachers. He said a fact finder announced an oral finding on Friday. The fact finder found the state's figures more reasonable than the union's. Mr. Schramm presented to the committee some of the material they had presented to the fact finder. Copies of this material are attached to the minutes and are EXHIBITS 3, 3a, 3b and 3c. This material shows where the teachers stand in relation to other state employees. There are fifty teachers on the teachers' pay plan of which about half are at Pine Hills and Mountain View and are represented by the MEA. These teachers are 9 month teachers. The other half are at Boulder, Warm Springs, and a few at Swan River Youth camp. All of these are 12 month teachers. Adjustments are made for the 12 month teachers when the pay plan is passed. This shows that a teacher can move both ways - pay increases not only for experience but with additional education. EXHIBIT 3a is a comparative listing of employees on the state pay plan that need similar educational preparation. He felt we are already being generous to the teachers when compared to other workers with comparative education. He said we shouldn't tie ourselves by letting the school districts set the wages. Teachers should be compared to similar occupations within the state pay plan. Teachers when on the pay plan were 11 and 12 and a few had moved to a grade 13. EXHIBIT 3b is a comparison. Mr. Schramm said they are proposing to give the teachers 10.8% and 10.5% for the next two years. EXHIBIT 3c which he went over indicates

the salary history. It shows that an average state worker has increased in salary about 47% from 1978-1982. If the MEA demands were met, the teachers at Pine Hills would have had an 81.5% change in the years 1978-1982 and Mountain View a 95.8% one. With the state's it would still be over 60% in the five years for Pine Hills and over 72% for Mountain View. If the MEA demands are met it would mean the teachers are getting special treatment for the second biennium. He said other state employees are not paid according to what the people in the outside are getting.

Rep. Bardanouve asked if the benefits compare. Mr. Schramm said the insurance benefits of the school districts are as good or better than the state's. He said they had asked the fact finder to compare tangible benefits like class size - which is much smaller for an institutional school and there are no extracurricular duties.

Rep. Iverson asked what happens after the fact finder. Mr. Schramm said there is no additional step - strike or settle is the next step. Rep. Iversen asked who represented the teachers and who the state. Mr. Schramm said the state was represented by Jean Moffatt, Tom Gooch, Al Davis, Sue Hilleboe. He said he made the presentation to the fact finder. The union was represented by MEA representatives and representatives from each of the schools.

Sen. Van Valkenberg asked if this disparity is causing a loss of teachers to the public schools. Mr. Schramm said this differs between Miles City and here. There is more difficulty in getting teachers at Miles City. This is not true in Helena. He said there is a buyer's market for teachers in the state so he doesn't believe there is too much difficulty in this area.

Chairman Sivertsen said there had been a question raised concerning the university blue collar workers.

Jim McGarvey asked if he could have one last word on the teachers. He said the School for the Deaf and the Blind have had their pay matrix for ten years or more. The pay matrix for the state insitutions has been in existence for three years and the Boulder teachers have been on that for only two years.

Judy Rippengale handed out copies of a paper showing the comparison of university craft salaries to non-university craft salaries. A copy is EXHIBIT 4 of the minutes. Ms. Rippengale said the numbers had been put together by the Department of Administration. There had been a disparity between these two craft groups and testimony on HB 840 had indicated the disparity was ending and the university crafts were coming into line. She said the numbers on EXHIBIT 4 show that while the university wages stayed the same in 1981 they got their full raise in 1980 and they do not seem to be getting any closer together.

Senator Dover asked if we are locked into these university wages. Ms. Rippengale said the Legislature decides what amount of money

you are going to give them when you set the amount of money the university gets.

Senator Van Valkenberg said there was a protracted strike on the University at Missoula campus and he wants to know what relationship that strike and the settlement that was made had on the figures. He said he didn't doubt the accuracy of the LFA numbers. Ms. Rippengale said they were Department of Administration numbers.

Joe Sicotte, Director of Labor Regulations, Commissioner of Higher Education's Office, said he was the chief negotiator for the University System. He said this was a 63 day strike on three campuses and it was over wages. He said the major cause was the pay scale and over language they are asking to have deleted - page 21 that starts with line 15. He said the University System has been negotiating with unions for 10 years and wages are at higher rates. During the last legislative session it was their intent to close the disparity. The wage increase over the last biennium was 62¢ for the two years. What Ms. Rippengale says is true as they did give the 62¢ the first year to four of the six craft unions. This was not much of an increase. The pay plan called for 37¢ and 25¢ to be split. For that reason the electricians decided they would have a strike. They struck over 62¢ an hour as not being enough increase over the two years. All we had was this amount - more would have had to be taken from some other group of employees.

Chairman Sivertsen asked what it looks like for his people in the next biennium.

Mr. Sicotte said he doesn't negotiate but they do coordinate with the state negotiators. One of the problems with the blue collar plan is the disparity between it and the down town rate for the same skill. We find the plumbers get 60% of the down town rate. All of the crafts are much lower. Average for all crafts is 70% of the down town rate. 90¢ over the two years - 50¢ the first and 40¢ the next. This should close the disparity. He said over the past four years the settlement has been very similar to the settlements of the state. The 63 day strike was to the benefit of nobody and don't want it to happen again.

Chairman Sivertsen questioned where the figures on EXHIBIT 4 came from. Mr. Schramm said the non-university wages would be taken directly from the pay plan of last time.

Chairman Sivertsen asked concerning the shift differential. He asked the researcher, Lois Menzies, concerning this.

LOIS MENZIES said she had talked with representatives of management and the union to get this information. She said they talked informally. A shift differential is an additional amount of money usually given to people who work other than the 8 to 5 schedule - evening shifts or night shifts. It applies to agencies that operate on a 24 hour schedule. 1.5 million would need to be appropriated to the

budget office and the actual application will be negotiated through collective bargaining after adjournment. This is used as a recruitment tool for filling positions with undesirable hours. High turnover in theses shifts. The new employee usually is forced into this. It is a potential bargaining tool.

Rep. Bardanouve said he couldn't remember this being appropriated as a separate item of the pay plan.

Mr. Schramm said there was no appropriation cited as they said no to all the unions. He said they would like to give differentials. There are 1000 to 1200 that are working these odd shifts. He said the Highway Department has been giving 15¢ an hour shift differentials so it is not unprecedented.

Rep. Bardanouve asked if this 1 1/2 million were included in the 54 million. The answer was no. This would be over and above, and would make it 55.5 million.

Chairman Sivertsen said in funding the last few bienniums we have raised the lower grades at a faster rate and so there is a growing disparity between lower and upper grades which is getting larger as we go into the future. He asked the committee if they would like to look at this.

JUDY RIPPENGALE passed out copies of a paper that illustrates this. A copy is EXHIBIT 5 of the minutes. She said this was an illustration of a few points. She said they would make more refinements if the committee decided to go this way. She said what they have attempted to do is to bring the people paid over the mean down to the mean and those under the mean to the mean. She said this would cost $17,514,896. Page 2 of the exhibit shows the general fund cost of this alternative with varying levels of pay raises. She said this would encompass everybody except the university system. She said in relation to a survey that was made the U of M is not quite at a par with comparable institutions but close and that Northern and Western are above the par for comparable institutions.

Senator Dover asked if $54,000,000 is what it will cost to bring up the mean and also have the raises. Ms. Rippengale said if you are going to stay within the $54,000,000 you would only have $50,000,000 for pay raises.

Senator Van Valkenberg asked where insurance comes in. Ms. Rippengale said insurance is included. Only funding a step half way, you can fund a 12% pay raise with 11%. If you wanted to bring people up to the mean you would need to start looking at 10 and 11% as you do not have enough money to go as high as 12%.

Rep. Bardanouve said some employees will benefit and some will not receive as much. This is one of the possibilities we can look at.

Chairman Sivertsen said this is just something we are discussing. Disparities that are coming about in the pay plan especially if we go

the route we have in the past bienniums.

Senator Story asked what brought about the disparity. Rep. Sivertsen said pressure to fund the lower grades rather than the upper grades.

Ms. Rippengale said she thought what happened at the bottom they keep getting flat dollar amounts and a percentage and the people at the top would get a lower percentage. State government is not competitive with the job market outside. In grades 15-20 you are considerably below the mean for what those people can make outside the state.

Senator Himsl asked what kind of evidence is there that these people are underpaid in comparison with the job market.

Ms. Rippengale said the Department of Administration has done a salary survey. This material shows where state employees grades are with comparative jobs outside of state government.

Trish Moore, Dept. of Adm., said they checked on comparative jobs in other states. They did not check all jobs but selected a few.

Senator Himsl said in the area he is aware of this is not true.

Chairman Sivertsen suggested that Ms. Moore obtain more information on this.

Rep. Bardanouve said while he didn't want to dispute the mighty Senator, he has seen it take place. It is becoming less and less competitive. We are loosing people in that range.

Ms. Rippingale went through pages 3 and 4 of the EXHIBIT 5.

Senator Dover asked if the percentages have been put to dollars. Ms. Rippengale said page 5 relates to dollars.

Rep. Sivertsen said this shows the gross take home and the net. The upper levels have more held out of theirs. He said they are not getting the increases a lot think they are.

Senator Himsl reminded him that the cost to the payer (the state) is the same amount.

Ms. Rippengale went through the last page of her exhibit.

Chairman Sivertsen said the committee will need to check over the amendments suggested on the pay bill. We may be ready to start working on the matrices also at the next meeting.

Senator Dover said another problem that was brought up was differences between the grades. Could we get a little input on that. Someone suggested we need more grades and less steps. Talk about promotions and be able to classify people better if that is a problem.

Senator Himsl said we spent a lot of time getting the practical side and reach some conclusion and getting a percentage matrix. Now we need a new one every year and have four different plans which I guess is justified. Thinking in terms of what is a reasonable percentage. And lets get down to building the matrix. Maybe it will be some new grades and maybe some shifting.

Chairman Sivertsen said he would like some direction from the committee. Do you think we have approached this thing in the proper manner. Shall we continue as in the past or address the issue of trying to treat those that are below the mean more equitably. This will have a bearing on how we are going to fund this. Give us a basis to work on. Need the feeling from the committee whether you think that the way we have been doing it in the past is the proper way to proceed.

Rep. Iversen said we would not be doing what we should be doing if we don't at least look at a more equitable system.

Senator Dover said he personally thought what has been done is good. If we don't start pulling this thing together it will get worse. Start doing a little bit to bring it into line. Percentage between grades - something should be done.

Senator Himsl said he had an interesting letter that suggested they forget the pay plan and just increase the cost of living index. The cost of living increases the same for all.

Chairman Sivertsen asked if there were any other figures the committee would like to have them come up with. He suggested the committee think about whether to fund the pay plan as in the past or to try to make it more equitable.

Senator Dover suggested the mean could be tilted a little.

The next meeting will be Tuesday, March 31, at 7p.m.

Meeting adjourned at 9 p.m.

Respectfully submitted,

Bob Sivertsen

REPRESENTATIVE BOB SIVERTSEN, CHAIRMAN

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Ex. 1

MONTANA PUBLIC EMPLOYEES ASSOCIATION

THOMAS E. SCHNEIDER – EXECUTIVE DIRECTOR
PHONE (406) 442-4600
~~P. O. BOX 1184~~
HELENA, MONTANA 59601

Capitol Hill Report

EMERGENCY ALERT

We have just received word that the Republican leadership in the House has requested the State to prepare 8% & 8% pay matrices. At this time we cannot be sure what they want it for but it appears that they are running out of money for tax relief!

We need you to get everyone in your area (member and non-member) to write, call, or send telegrams, IMMEDIATELY. We want to center in on Republican Representatives..... Write: Rep. (Name), Capitol Station, Helena, Montana 59620. Or, Call: 449-4800 and have the Representative paged.

I don't care what you say or write--Remember that the main interest in a Legislator's life is to be re-elected. Don't forget to make reference to "long memories" and "next election".

Those Representatives we particularly want to center in on are those in your individual areas: They are as follows:

HELENA
Rep. Bobby Spilker (Rep. leadership)
Rep. Gene Donaldson
Rep. Bob Marks (Speaker) 4815
Rep. Verner Bertelsen

BILLINGS
Rep. Chuck Cozzens
Rep. Harrison Fagg (Leadership)
Rep. Tom Hannah
Rep. Les Kitselman
Rep. Jean McLane
Rep. David O'Hara
Rep. Calvin Winslow

BOZEMAN
Rep. Robert Ellerd
Rep. Walter Sales
Rep. Kenneth Nordvedt
Rep. Norm Wallin

LIBBY
Rep. Glenn Mueller
Rep. Aubyn Curtiss

BUTTE
Rep. Bob Marks (He's the Key)

MISSOULA
Rep. Earl Lory
Rep. Aaron Andreason
Rep. Ralph Eudaily
Rep. Ben Hanson

GREAT FALLS
Rep. Toni Bergene
Rep. Jay Fabrega
Rep. Andrea Hempstead
Rep. Darryl Meyer
Rep. Jack Moore
Rep. John Phillips

KALISPELL
Rep. Robert L. Anderson
Rep. Gary Bennett
Rep. Alison Conn
Rep. John Harp

HAVRE
Rep. Bob Sivertsen

GLASGOW
Rep. Jerry Feda

We want you to support the negotiated amount in House Bill 840. If your co-workers have questions that you cannot answer, tell them to contact me. What we're afraid of is that the Republicans will caucus and try to bind everyone to a position that is less than what was negotiated. The only way to break such a position is by rebellion of individual legislators. I currently have some, but we need all of those listed. A letter or a call NOW would be much better than a "walk out" later. WE ARE COUNTING ON YOU!!!!! I sent a request to our retired members earlier and got 1200 letters in four days. BEAT THAT PLEASE!!!!!!!!!!!!!!!

Ex. 2

"People Who Care"

Montana Education Association
1232 East Sixth Avenue, Helena, Montana 59601
Telephone 406-442-4250

March 23, 1981

TO: Members, Select Committee on Employee Compensation, 47th Legislative Assembly

FROM: David Sexton, Montana Education Association

RE: Institutional Teachers Salaries

At your second meeting, several members indicated a desire to know more about how the institutional teachers salaries compare to other teachers.

As we have said before, the institutional teachers want nothing more than a "catch-up" to public school district salaries for 1981-82 and then a cost-of-living increase for 1982-83. Once parity is achieved, it won't be so difficult to maintain parity.

Precedence has already been set this year with the salary settlement for teachers in the School for the Deaf and Blind which has negotiated a teachers' schedule comparable to that in the Great Falls Public Schools. While the Deaf and Blind School comes under the Board of Public Education rather than the Department of Institutions, it is nevertheless a state school. We think it unjustifiable to have widely varying salaries for teachers in state service. All should be paid on a level par with the public schools.

Attached are charts showing various comparisons to show how the institutional teachers contrast.

DS/jds

Attachment

Ex. 2a

COMPARISON OF BEGINNING SALARIES FOR MONTANA TEACHERS*

	MILES CITY, HELENA, GLENDIVE-COMPOSITE	1ST CLASS DISTRICTS-COMPOSITE (17 REPORTING)	2ND CLASS DISTRICTS-COMPOSITE (84 REPORTING)	3RD CLASS DISTRICTS-COMPOSITE (34 REPORTING)	STATEWIDE COMPOSITE (135 DISTRICTS REPORTING)	SCHOOL FOR DEAF & BLIND-AGREEMENT	INSTITUTION TEACHERS-MEA PROPOSAL	INSTITUTION TEACHERS-STATE PROPOS
1980-81 (CURRENT YEAR)	$11,212	$11,576	$11,083	$10,951	$11,108	$10,750	$10,350	$10,350
1981-82	$12,333	$12,734	$12,191	$12,046	$12,219	$12,154	$12,300	$11,023
1982-83	$13,566	$14,007	$13,410	$13,251	$13,441	$13,248	$13,407	$11,739

*All figures are based on salary schedules only; insurance benefits are additional. Increases where not known are assumed at 10% (conservative estimate).

COMPARISON OF SALARY SCHEDULE MATRIX

The institution teachers salary schedule has a maximum of 11 experience steps in all columns. The typical school district salary schedule provides additional step increases in each lane, 16 or more steps in the MA and MA+1 columns. (See attached Helena S.D. Schedule).

The institution teachers are asking for additional steps in each column beyond the BA, to allow for greater experience credit comparable to other teacher schedules in the public schools and the Deaf and Blind School. While the MEA would prefer complete equity (16 steps at MA+1), we would be agreeable to a cutoff at 13 steps this biennium.

Dexter 2b

STATE: MONTANA KEY= 270250158007
DISTRICT: HELENA DIST #1 1981-82*
EFFECTIVE 7/80 NO. OF TEACHERS: 527 ENROLLMENT: 7,178

STEP	BA	BA+10	BA+20	5TH YEAR	MA	MA+10	MA+20
1	12,340	12,758	13,188	13,397	13,617	14,046	14,465
2	12,835	13,298	13,771	14,002	14,244	14,707	15,180
3	13,331	13,848	14,354	14,608	14,872	15,378	15,896
4	13,826	14,387	14,927	15,213	15,499	16,039	16,611
5	14,310	14,927	15,510	15,818	16,127	16,710	17,327
6	14,806	15,477	16,094	16,424	16,754	17,371	18,042
7	15,301	16,017	16,677	17,029	17,393	18,042	18,758
8	15,796	16,556	17,250	17,635	18,020	18,703	19,473
9	16,292	17,106	17,833	18,240	18,648	19,374	20,189
10	16,787	17,646	18,416	18,846	19,275	20,046	20,904
11	17,272	18,185	18,989	19,451	19,902	20,706	21,620
12	...	18,736	19,572	20,057	20,530	21,378	22,335
13	...	...	20,156	20,662	21,168	22,038	23,051
14	...	...	...	21,267	21,796	22,710	23,766
15	...	...	...	...	22,423	23,370	24,482
16	...	...	...	...	23,051	24,041	25,197

ATTAINMENT LEVEL 4

* KNOWN SETTLEMENT (10.00%)

STATE: MONTANA KEY= 270250158007
DISTRICT: HELENA DIST #1 1982-83*
EFFECTIVE 7/82 NO. OF TEACHERS: 527 ENROLLMENT: 7,178

STEP	BA	BA+10	BA+20	5TH YEAR	MA	MA+10	MA+20
1	13,574	14,034	14,507	14,737	14,979	15,451	15,912
2	14,119	14,628	15,148	15,402	15,668	16,178	16,698
3	14,664	15,233	15,789	16,069	16,359	16,916	17,486
4	15,209	15,826	16,420	16,734	17,049	17,643	18,272
5	15,741	16,420	17,061	17,400	17,740	18,381	19,060
6	16,287	17,025	17,703	18,066	18,429	19,108	19,846
7	16,831	17,619	18,345	18,732	19,132	19,846	20,634
8	17,376	18,212	18,975	19,399	19,822	20,573	21,420
9	17,921	18,817	19,616	20,064	20,513	21,311	22,208
10	18,466	19,411	20,258	20,731	21,203	22,051	22,994
11	18,999	20,004	20,888	21,396	21,892	22,777	23,782
12	...	20,610	21,529	22,063	22,583	23,516	24,569
13	...	...	22,172	22,728	23,285	24,242	25,356
14	...	...	...	23,394	23,976	24,981	26,143
15	...	...	...	...	24,665	25,707	26,930
16	...	...	...	...	25,356	26,445	27,717

ATTAINMENT LEVEL 4

* ASSUMING 10% INCREASE

REVISED

Montana Education Association Proposal (Amendments to Section 8, pp. 17-19, HB 840)

(1) Teacher pay schedule for fiscal year 1982 (plus $840 insurance):

Experience	B. A.	B. A.+1	B. A.+2	5TH YEAR	M. A.	M. A.+1
0	12300	12720	13150	13360	13570	14000
1	12790	13260	13730	13960	14190	14660
2	13280	13800	14300	14560	14820	15330
3	13780	14340	14880	15170	15450	15990
4	14270	14880	15460	15770	16080	16650
5	14760	15420	16040	16370	16700	17320
6	15250	15970	16620	16970	17330	17980
7	15740	16510	17200	17580	17960	18650
8	16240	17050	17770	18180	18590	19310
9	16730	17590	18350	18780	19210	19980
10	17220	18130	18930	19380	19840	20640
11		18670	19510	19990	20470	21300
12			20090	20590	21090	21970
13				21190	21720	22630

[redacted]

(2) Teacher pay schedule for fiscal year 1983 (plus $960 insurance):

Experience	BA	BA+1	BA+2	5TH YEAR	MA	MA+1
0	13,407	13,863	14,332	14,560	14,788	15,257
1	13,943	14,452	14,963	15,217	15,472	15,981
2	14,480	15,043	15,592	15,873	16,156	16,705
3	15,016	15,632	16,222	16,531	16,840	17,429
4	15,552	16,222	16,853	17,188	17,522	18,153
5	16,088	16,812	17,482	17,845	18,206	18,877
6	16,625	17,402	18,113	18,502	18,890	19,601
7	17,161	17,993	18,743	19,158	19,574	20,325
8	17,697	18,582	19,373	19,815	20,258	21,048
9	18,234	19,171	20,003	20,472	20,942	21,772
10	18,770	19,762	20,634	21,130	21,626	22,497
11		20,351	21,263	21,787	22,309	23,221
12			21,894	22,443	22,993	23,945
13				23,100	23,677	24,669

[redacted]

Ex. 3

MEA PROPOSAL OF 3-18-81
CONVERTED TO 12 MONTH SCHEDULE
(INCLUDES $840.00 INSURANCE)

FISCAL YEAR 1982

	BA	BA 15	BA 30	5TH	MA	MA 15
0	17199	17758	18329	18609	18888	19460
1	17851	18476	19101	19407	19713	20338
2	18502	19194	19859	20205	20551	21229
3	19167	19912	20630	21016	21388	22107
4	19819	20630	21402	21814	22226	22984
5	20471	21349	22173	22612	23051	23876
6	21122	22080	22945	23410	23889	24753
7	21774	22798	23716	24221	24727	25644
8	22439	23516	24474	25019	25565	26522
9	23091	24235	25245	25817	26389	27413
10	23743	24953	26017	26615	27227	27291
11		25671	26788	27427	28065	29169
12			27560	28225	28890	30060
13				29023	29728	30938
14					30565	31829
15					31403	32707

MEA PROPOSAL OF 3-18-81
CONVERTED TO 12 MONTH SCHEDULE
(INCLUDES $960.00 INSURANCE)

FISCAL YEAR 1983

	BA	BA 15	BA 30	5TH	MA	MA 15
0	18791	19400	20023	20327	20632	21256
1	19501	20182	20865	21197	21531	22212
2	20212	20966	21691	22067	22445	23184
3	20937	21749	22531	22951	23357	24140
4	21647	22531	23372	23821	24271	25097
5	22357	23315	24214	24691	25170	26069
6	23067	24111	25054	25561	26084	27025
7	23777	24895	25895	26445	26996	27966
8	24504	25677	26721	27315	27910	28954
9	25214	26460	27561	28185	28809	29925
10	25924	27243	28403	29055	29722	30882
11		28015	29244	29939	30635	31839
12			30084	30809	31534	32809
13				31679	32448	33767
14					33360	34738
15					34274	35694

Exhibit 3a

Grade	Classification	Minimum Qualifications
11	Social Worker I	Bachelor's
11	Teacher, Ungraded Room I	Bachelor's
12	Behavior Modification Therapist	Bachelor's
12	Habilitation Training Specialist	Bachelor's
12	Librarian I	Master's
12	Psychometrist	Bachelor's + 1 year's Experience
12	Sociologist I	Bachelor's
12	Vocational Training Instructor II	Bachelor's or Special Certification
13	Audiologist	Master's
13	Psychologist I	Master's
13	Social Worker, Psychiatric I	Master's

Ex. 3b

PROFESSIONAL OCCUPATIONS/TEACHER SALARY COMPARISON

		Starting	5 Years	Top	
Social Worker I		$11106	$12622	$14436	(13 yrs.)
Pine Hills/Mt. View Teacher	State Proposal	$11863	$13627	$16272	(10 yrs.)
	MEA Proposal	$13140	$15110	$18060	(10 yrs.)
Librarian I		$11973	$13317	$15568	(13 yrs.)
Pine Hills/Mt. View Teacher	State Proposal	$12998	$15247	$18620	(10 yrs.)
	MEA Proposal	$14410	$16920	$23190	(15 yrs.)
Psychometrist		$11973	$13317	$15568	(13 yrs.)
Pine Hills/Mt. View Teacher	State Proposal	$12304	$14068	$16272	(9 yrs.)
	MEA Proposal	$13630	$15600	$18060	(9 yrs.)
Audiologist		$12915	$14367	$16799	(13 yrs.)
Pine Hills/Mt. View Teacher	State Proposal	$12998	$15247	$18620	(10 yrs.)
	MEA Proposal	$14410	$16920	$23190	(10 yrs.)

All salaries are 9 month, with 12 months insurance paid for 1981/82 year.

94

3b

Ex. 3C

SALARY HISTORY # 1

The "average" state employee in 1981 is located at Grade 10, Step 6, of the state pay plan. Below is found the salary history of such a typical state employee from 1978/79 through 1982.

1978/79		1979/80		1980/81		1981/82		1982/83	1978-1982
$11,883	(8%)	$12,830	(8.1%)	$13,867	(12.5%)	$15,598	(12.3%)	$17,521	(47.4%)

SALARY HISTORY # 2

	1978/79		1979/80		1980/81		1981/82		1982/83	1978-82
Grade 11 (12 Month Salary)	$12091	(8.3%)	$13098	(7.8%)	$14128	(12.1%)	$15833	(11.9%)	$17728	(46.6%)
Grade 12 (12 Month Salary)	$13153	(8.1%)	$14218	(7.6%)	$15304	(11.7%)	$17093	(11.6%)	$19076	(45.0%)
Grade 13 (12 Month Salary)	$14307	(7.9%)	$15434	(7.4%)	$16582	(11.3%)	$18462	(11.3%)	$20542	(43.6%)
Pine Hills Teacher (9 Month Salary)	$ 9100	(16.9%)	$10635	(11.9%)	$11897	State Proposal (10.8%)	$13186	State Proposal (10.5%)	$14577	(60.2%)
						MEA Proposal (22.9%)	$14620	MEA Proposal (12.9%)	$16512	(81.5%)
Mountain View (9 Month Salary)	$ 8435	(26.1%)	$10635	(11.9%)	$11897	State Proposal (10.8%)	$13186	State Proposal (10.5%)	$14577	(72.8%)
						MEA Proposal (22.9%)	$14620	MEA Proposal (12.9%)	$16512	(95.8%)

Assumptions: New Employee with no experience hired for 1978/79 who receives no promotion during the 5 years, but does receive the annual step increment. Teacher is assumed to have only a BA.

3C

COMPARISON OF UNIVERSITY CRAFT SALARIES TO NON-UNIVERSITY CRAFT SALARIES

	------Fiscal 1979-----			-------Fiscal 1980-----			-----Fiscal 1981------		
	Univ. Wages	Non-Univ. Wages	% Diff.	Univ. Wages	Non-Univ. Wages	% Diff.	Univ. Wages	Non-Univ. Wages	% Diff.
Carpenters	7.93	7.35	7.9	8.55	7.70	11.0	8.55	7.97	7.3
Electricians	8.34	7.68	8.6	8.96	8.03	11.6	8.96	8.30	8.0
Machinists	7.57	7.35	3.0	8.07	7.70	4.8	8.47	7.97	6.3
Operating Engr.	6.68	6.69	-0-	7.38	7.04	4.8	7.78	7.31	6.4
Painters	7.02	8.25	17.5	8.87	7.37	20.4	8.87	7.64	16.1
Plumbers	8.69	8.01	8.5	9.31	8.36	11.4	9.31	8.63	7.9
Average of the six crafts			7.6			10.7			8.7

JR:jt:bb

EX.5

COST TO BASE SALARY TO PUT EMPLOYEES ON MEAN OF FISCAL ANALYST STATES

Grade	Step	Salary	Percent	New Salary	% Between Grades	Employees	% Difference
4	5	$ 8,011	.97	$ 8,259		52.67	$ 144,948
					7.9		
5	5	8,646	.97	8,913		295.48	78,893
					0.0		
6	5	9,340	1.048	8,912		838.20	(358,750)
					8.8		
7	5	10,110	1.043	9,693		1,055.05	(439,956)
					11.0		
8	5	10,942	1.017	10,759		915.75	(167,582)
					14.4		
9	5	11,865	.964	12,308		899.37	398,421
					9.4		
10	5	12,875	.956	13,468		636.88	377,670
					9.0		
11	5	13,979	.952	14,684		851.62	600,392
					8.6		
12	5	15,202	.954	15,935		937.47	687,166
					11.7		
13	5	16,532	.929	17,795		892.59	1,127,341
					8.6		
14	5	18,170	.940	19,330		752.20	872,552
					11.6		
15	5	19,787	.917	21,578		649.32	1,162,932
					19.5		
16	5	21,573	.837	25,774		309.00	1,298,109
					8.0		
17	5	23,510	.845	27,822		222.88	961,059
					10.1		
18	5	25,647	.837	30,642		109.00	544,455
					6.1		
19	5	27,999	.861	32,519		61.40	277,528
					(1.3)		
20		30,562	.952	32,103		28.95	44,612
					(2.0)		
21		33,386	1.061	31,467		26.00	(49,894)
					21.0		
22		36,482	.958	38,081		27.10	43,332
					9.3		
23		39,871	.958	41,619		22.10	38,631
					9.3		
24		43,595	.958	45,506		6.00	11,466
					9.4		
25		47,684	.958	49,775		13.70	28,647
							$7,681,972
							Benefits .14
							1,075,476
							8,757,448
							x 2
							$17,514,896

GENERAL FUND COST OF ALTERNATIVE X
WITH VARING LEVELS OF PAY RAISES

	FY 1982	FY 1983	Biennium
Cost at 8.87%	$12,945,710	$27,081,927	$40,027,636
Add Base at .447 general fund	3,914,579	3,914,579	
Pay Raises for Base	347,223	725,245	
Total Cost	$17,207,512	$31,721,751	$48,929,263
Cost at 9.87%	$14,421,690	$30,302,430	$44,724,119
Add Base at .447 general fund	3,914,579	3,914,579	
Pay Raises for Base	386,369	810,873	
Total Cost	$18,722,638	$35,027,882	$53,750,520
Cost at 10.87%	$15,897,670	$33,567,252	$49,464,922
Add Base at .447 general fund	3,914,579	3,914,579	
Pay Raise for Base	425,515	897,283	
Total Cost	$20,237,764	$38,379,114	= $58,616,878

JR:jt:ee

COMPARISON OF EXECUTIVE PROPOSAL AND
ALTERNATIVE X FOR FISCAL 1982

Grade	New Matrix	Old Matrix	Difference
4	11.87	15.46	(3.59)
5	11.87	14.89	(3.02)
6	4.07	14.37	(10.30)
7	4.57	13.85	(9.28)
8	7.17	13.35	(6.18)
9	12.47	12.91	(0.44)
10	13.27	12.48	.79
11	13.67	12.06	1.61
12	13.47	11.69	1.78
13	15.97	11.33	4.64
14	14.87	10.96	3.91
15	17.17	10.87	6.30
16	25.17	10.87	14.30
17	24.37	10.87	13.50
18	25.17	10.87	14.30
19	22.77	10.87	11.90
20	13.67	10.87	2.80
21	2.77	10.87	8.10
22	13.07	10.87	2.20
23	13.07	10.87	2.20
24	13.07	10.87	2.20
25	13.07	10.87	2.20

$\frac{3,157.15}{9,602.73}$ = 32.88% state employees lower salary increases

$\frac{899.37}{9,602.73}$ = 9.37% state employee same salary increases

$\frac{5,546.21}{9,602.73}$ = 57.76 state employees higher salary increases

JR:jt:ff

COMPARISON OF BIENNIAL RAISES BETWEEEN
EXECUTIVE AND ALTERNATIVE X
BETWEEN FISCAL 1981 AND 1983

Grade	Executive Proposal	Alternative X	Difference
4	32.83	21.79	11.04
5	31.60	21.79	9.81
6	30.43	13.30	17.13
7	29.32	13.85	15.47
8	28.27	16.68	11.59
9	27.27	22.45	4.82
10	26.34	23.32	3.02
11	25.47	23.75	1.72
12	24.64	23.53	1.11
13	23.87	26.26	(2.39)
14	23.08	25.06	(1.98)
15	22.93	25.56	(2.63)
16	22.93	36.27	(13.34)
17	22.92	35.40	(12.48)
18	22.93	36.27	(13.34)
19	22.92	33.66	(10.74)
20	22.93	23.75	(.82)
21	22.93	11.89	11.04
22	22.93	23.10	(.17)
23	22.93	23.10	(.17)
24	22.93	23.10	(.17)
25	22.93	23.10	(.17)

grade 4-12 = 6,482.49 = 67½ percent less than governor's proposal
grade 13-25 = 3,120.24 = 32½ percent more than governor's proposal.

Total Employees 9,602.73 = 100 percent

JR:jt:dd

PERCENTAGE INCREASE

Grade		FY '82	FY 83
6	Gross	14.2	14.0
	Net	11.6	11.8
10	Gross	12.2	12.2
	Net	10.0	10.1
14	Gross	10.7	10.8
	Net	8.7	8.7
18	Gross	10.7	10.8
	Net	8.0	8.0
22	Gross	10.8	10.8
	Net	8.0	8.0

GROSS & NET SALARIES

Grade		FY '81	FY '82	FY '83	% Increase
6	Gross	$ 8,760	$10,002	$11,405	30.2
	Net	7,368	8,225	9,194	24.8
10	Gross	12,091	13,570	15,226	25.6
	Net	9,656	10,620	11,696	21.1
14	Gross	17,080	18,912	20,949	22.7
	Net	12,871	13,985	15,198	18.1
18	Gross	24,126	26,708	29,584	22.6
	Net	17,039	18,409	19,890	16.7
22	Gross	34,337	38,029	42,135	22.7
	Net	22,515	24,327	26,284	16.7

DOLLAR INCREASE

Grade		FY '82	FY '83	% Increase
6	Gross	$1,242	$1,403	0
	Net	857	969	0
10	Gross	1,479	1,656	18
	Net	964	1,076	11
14	Gross	1,832	2,037	45
	Net	1,114	1,213	25
18	Gross	2,582	2,876	105
	Net	1,370	1,481	53
22	Gross	3,692	4,106	193
	Net	1,812	1,957	102

ASSUMPTIONS

1. Married, three children
2. FY '81, step 2
   FY '82, step 3
   FY '83, step 4
3. Social Security
   '81 6.65% up to 29,700
   "82 6.7% up to 30,000
   '83 6.7% up to 31,800
   (assumed FY = Calendar year for social security)
4. No insurance.
5. Net = Gross - Federal tax - State Tax - Soc. Security - Retire.

THE MINUTES OF THE MEETING OF THE SELECT COMMITTEE ON THE PAY PLAN
April 2, 1981, 7:00 p.m.

The Select Committee on the Pay Plan met Thursday, April 2, 1981, at 7:00 p.m. in Room 103 with CHAIRMAN ROBERT SIVERTSEN presiding and all members were present. LOIS MENZIES, Legislative Council Researcher was also present.

EXECUTIVE SESSION:

CHAIRMAN SIVERTSEN opened the meeting by calling upon TRISH MOORE, Department of Administration, Personnel Division, to supply information the committee requested.

MS. MOORE stated the agreements reached were in the best interest for the state employees and for the State of Montana. (EXHIBIT 1)

LEROY SCHRAMM, Chief of the Labor Relations Board, stated the pay scales were arrived at through collective bargaining with the exception of the teachers. Mr. Schramm discussed the level of adjustment and the distribution of adjustments.

Mr. Schramm stated that a survey was conducted involving surrounding states. He stated that increases to lower double digits were common. It seemed to be the "rule" rather than the "exception". Nationwide, the figure for increases is 9.5%, Montana's figure is 9%. State employees are given a one-half step raise each year. The step raise, plus insurance benefits, plus the 9% equal the 12% salary increases arrived at.

Mr. Schramm stated the increases will be given over a period of two years rather than in one lump sum in one year. He also stated that there is a gap in upper grade levels within the state. The majority of workers are in the Grade 4-14 level.

DAVE EVENSON, Department of Administration, Employee Benefits, explained the Critical Class Concept and the State Salary Survey. (EXHIBIT 2).

Mr. Evenson stated the State Salary Survey gives an objective picture of where state employees salaries are in comparison to private employees. He also stated that many state positions are unique and it is rather difficult to find a counter-part within the private sector.

Mr. Evenson distributed the Hay Association 1978 Salary Survey of State Governments to the committee. He stated that Hays Association is a private consultant management firm that surveys states to determine job classification and salaries throughout the nation. Mr. Evenson stressed to the committee that Montana ranks slightly below average in the Hays Survey. (EXHIBIT 3, Chart B)

Mr. Evenson also distributed the Montana Power Company 1980 Professional & Technical Salary Survey. (EXHIBIT 4). This survey shows that Montana is below average in professional and technical employees in comparison to other utility companies in surrounding states.

Mr. Evenson also distributed Salary Survey Results.(EXHIBIT 5) This survey shows what percentage Montana is above or below the mean in comparison to surrounding states.

Mr. Evenson distributed The Survey on Critical Classes.(EXHIBIT 6) This survey shows that the state pays below market in a number of occupations. Interviews with agencies have been conducted to find out what they see as their worst pay problems. They are recruitment, retention, training and development, morale motivation, importance of job, and benefit return.

FURTHER ALTERNATIVES:

CHAIRMAN SIVERTSEN introduced Estimated Cost of Various Pay Plan Proposals which was compiled by the Legislative Fiscal Analysts Office, as an alternative proposal, which was discussed at the last meeting.

REP. FAGG suggested another option. He stated instead of giving yearly increases over the biennium, he would like to see more frequent increases given in smaller amounts, such as increases every six months. He suggested a survey to be compiled on that.

SEN. DOVER moved to accept REP. FAGG's suggestion.

The question was called for, and SEN. DOVER's motion was unanimously accepted by the committee.

CHAIRMAN SIVERTSEN stated the committee now has 3 options to consider on HB 840.

AMENDMENTS TO HB 840:

CHAIRMAN SIVERTSEN asked members to review the amendments pertaining to House Bill 840.

LOIS MENZIES, Legislative Council Researcher, stated she copied testimony given from previous meetings and placed into amendment form. The following amendments were proposed by the following people: 1A, 3B, and 4-Tom Schneider; 1B, 2A, 3A, SEN. HAFFEY, contained in SB 371; and 5A-Nadine Jensen. The remaining amendments are to correct drafting errors.

SEN. STORY stated SB 371 is contained in HB 840 and the committee should accept or reject SB 371.

REP. IVERSON stated the committee go through HB 840 and compare SB 371.

SEN. DOVER moved Do Not Accept Amendment 1B. The committee decided to table this discussion until the Proposed Pay Plan is decided.

REP. SIVERTSEN stated members should read through the amendments and be ready to act on them at the next meeting.

The meeting adjourned at 8:40 p.m.

Rep Sivertsen

REPRESENTATIVE ROBERT SIVERTSEN, CHAIRMAN

dl

DEPARTMENT OF ADMINISTRATION

EXHIBIT 1

PERSONNEL DIVISION

TED SCHWINDEN, GOVERNOR

MITCHELL BUILDING

STATE OF MONTANA

(406) 449-3871

HELENA, MONTANA 59620

TO: Select Committee on Employee Compensation

FROM: Trish Moore

DATE: April 2, 1981

RE: Upgrades and Supplemental Appropriations

M.C.A. 2-18-302 reads in part: "However, no changes in personnel or salary status may be authorized that will result in a deficiency or supplemental appropriation request to the legislature."

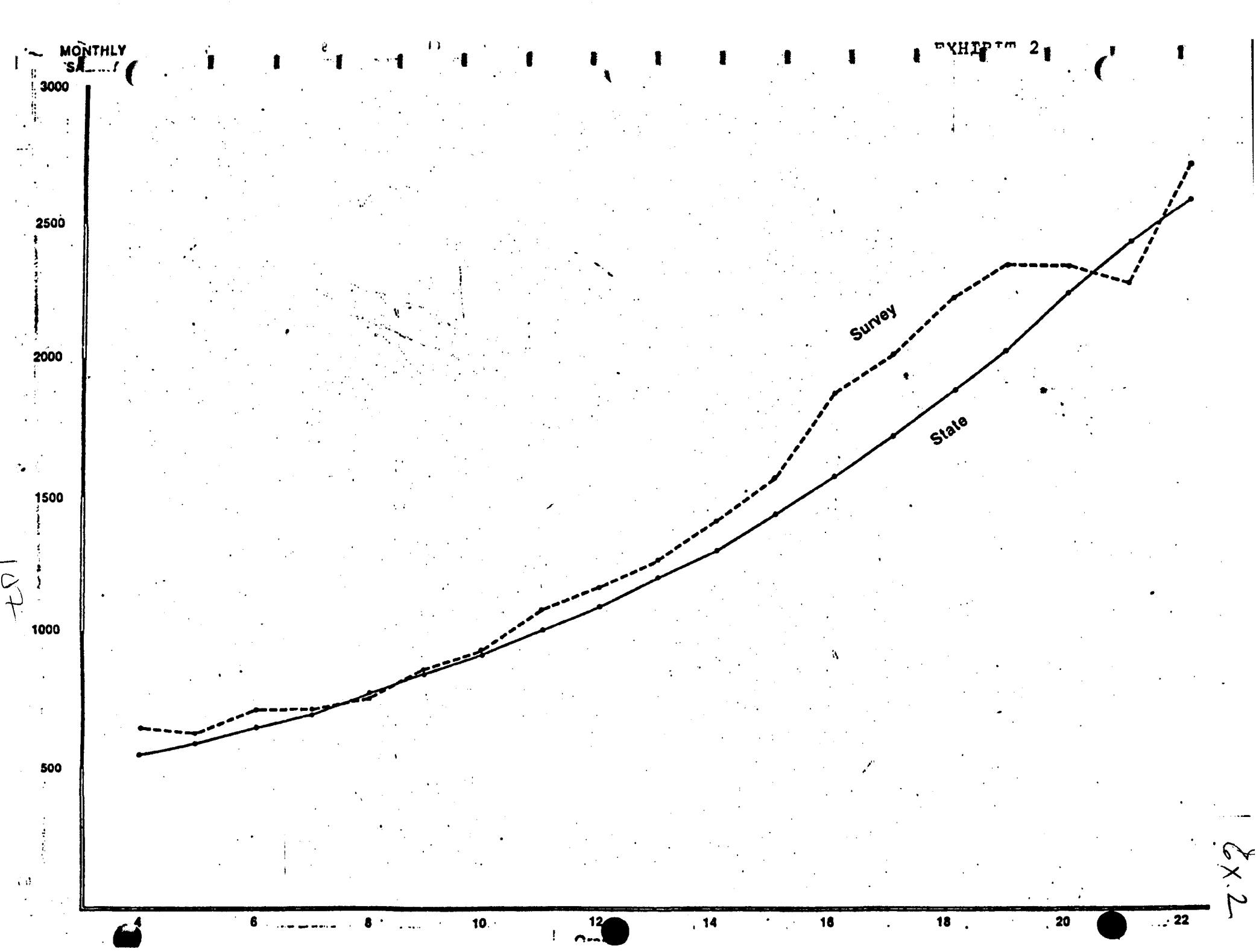
Based on this section, the Personnel Division has refused to authorize any upgrades for agencies in supplemental or deficit status. Rather, the agencies were asked to delay the upgrades until the start of the next fiscal biennium (July, 1981), at which time the department would have authority to pay the upgraded employees at their new, higher salaries.

MPEA, acting on behalf of 6 correctional lieutenants at the Prison, challenged the Personnel Division's right to delay upgrades for budget reasons. MPEA petitioned the Board of Personnel Appeals to order the state to immediately upgrade the lieutenants and give them backpay for the time of the delay. MPEA based its claim on M.C.A. 2-18-1012 which says the Board of Personnel Appeals (BPA) "may issue an order to the appropriate agency or agencies of state government requiring such action as will resolve the employee's grievance."

The Personnel Division argued that this broad language had to be read in light of the restrictions of M.C.A. 2-18-302; that the BPA couldn't order upgrades that cause budget deficits. Not surprisingly, the BPA adopted a broad view of its own powers and ordered the Personnel Division to upgrade the lieutenants. The Personnel Division refused to comply with the award and MPEA went to Helena District Court to force compliance with the BPA order.

On Tuesday, March 31, Judge Meloy issued his decision. He ruled that M.C.A. 2-18-1012 overrides M.C.A. 2-18-302. In other words, he gave the BPA the authority to compel the Personnel Division to approve upgrades even if the upgrades cause a department to exceed its budget. The backpay due the correctional lieutenants is about $21,000, but there are approximately 100 other state employees in a similar situation with backpay claims totaling about $200,000.

The chances of overturning this decision in the Supreme Court are, at best, remote. Therefore, without legislative amendment to the statutory sections interpreted by Judge Meloy the Personnel Division will have no authority to delay upgrades that result in budget deficits.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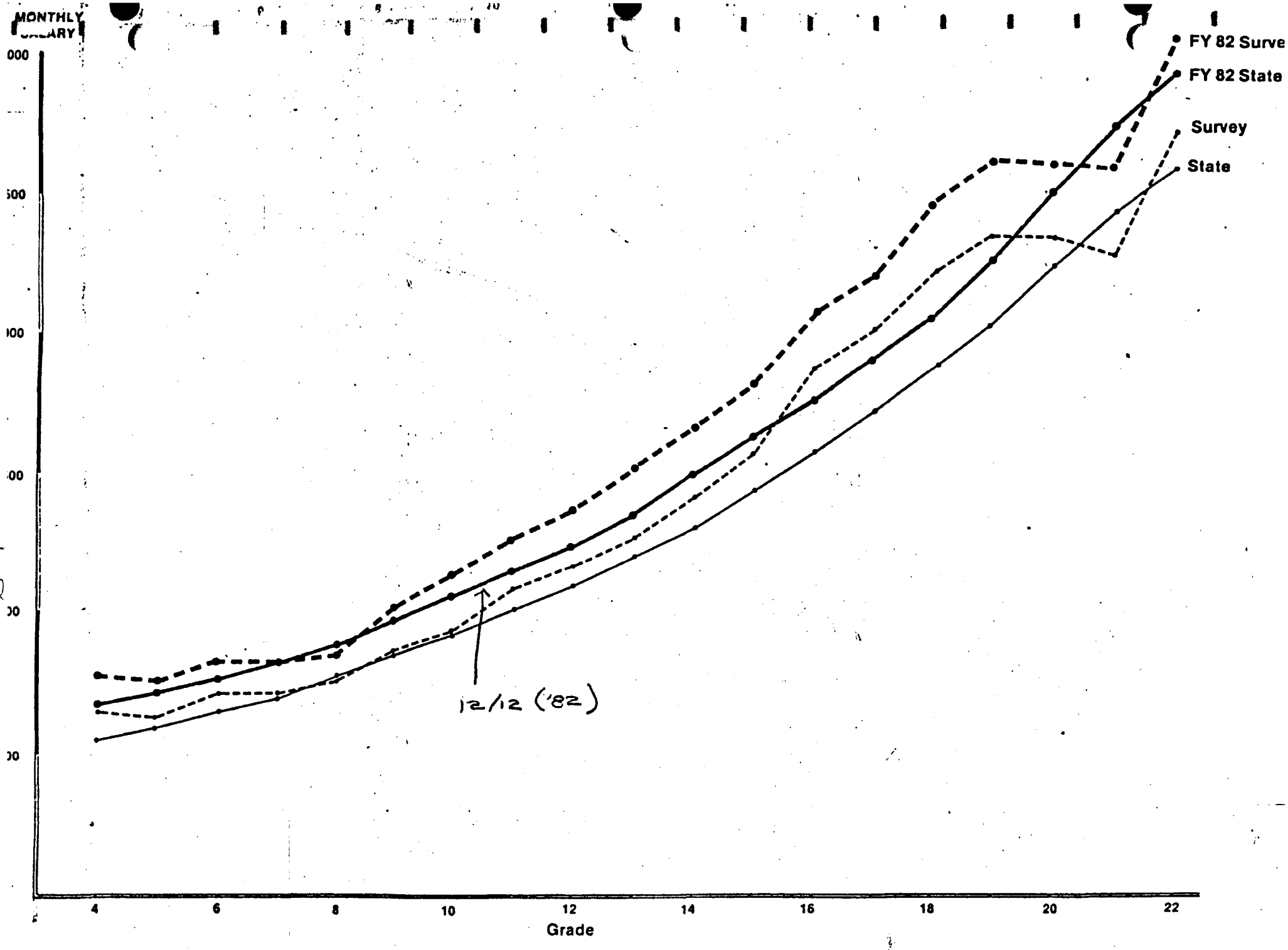
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HAY ASSOCIATES

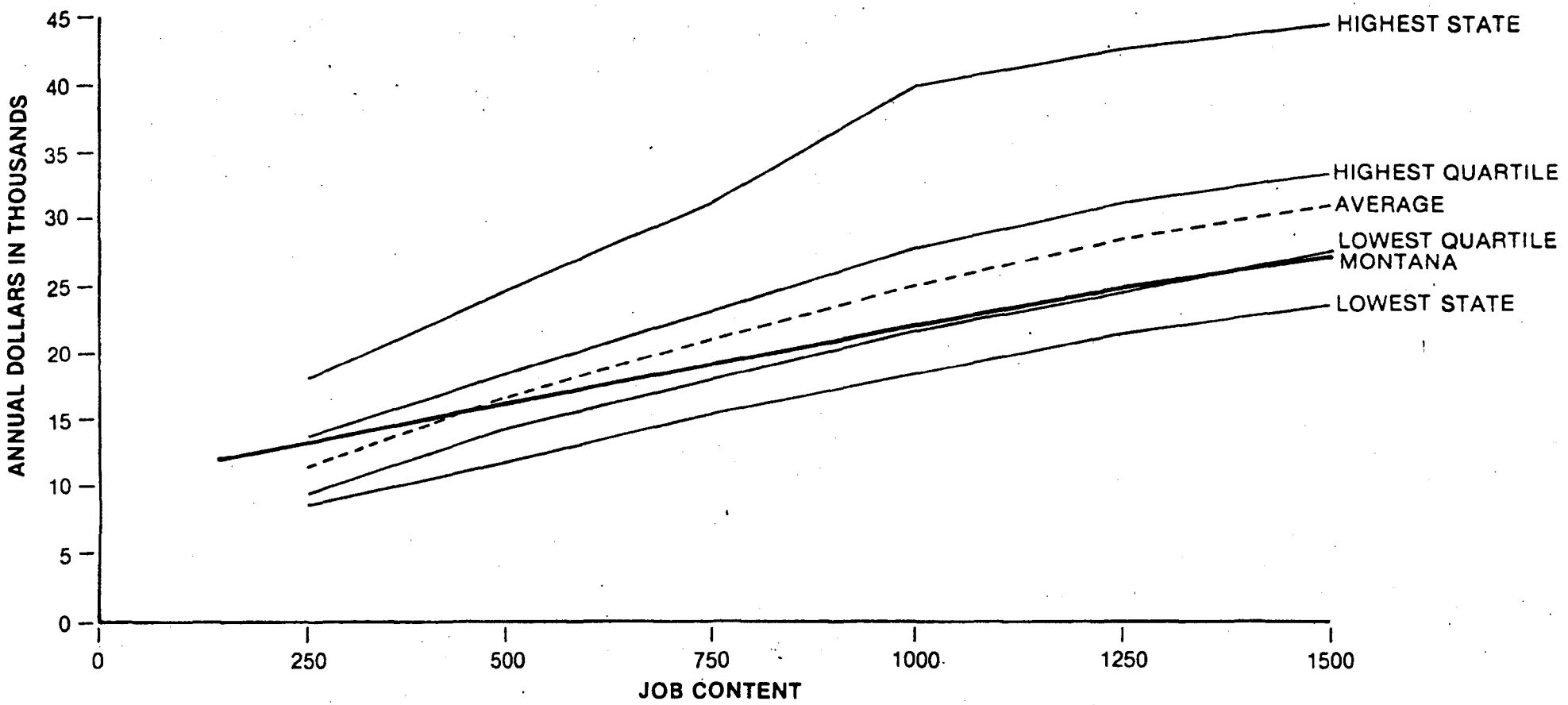
1978 SALARY SURVEY OF STATE GOVERNMENTS

Hay Associates utilize job matches from 44 benchmark descriptions to compare state government salary practices. Average salary data was used to calculate regression lines to depict each state's actual salary practice. Charts A through F (reprinted from the Hay Survey) illustrate Montana's relative position to the other states surveyed. Chart A compares Montana to all states and the District of Columbia. Charts B, C, D and E compare Montana to various surrounding regions and Chart F compares Montana to states having a similar population size.

The Hay system for ranking jobs is not the same as Montana's classification system. However, strong correlation between the two exists. For example, Hay ratings of 300, 400 and 900 on job content correspond approximately to the state's grades 12, 13, and 18, respectively.

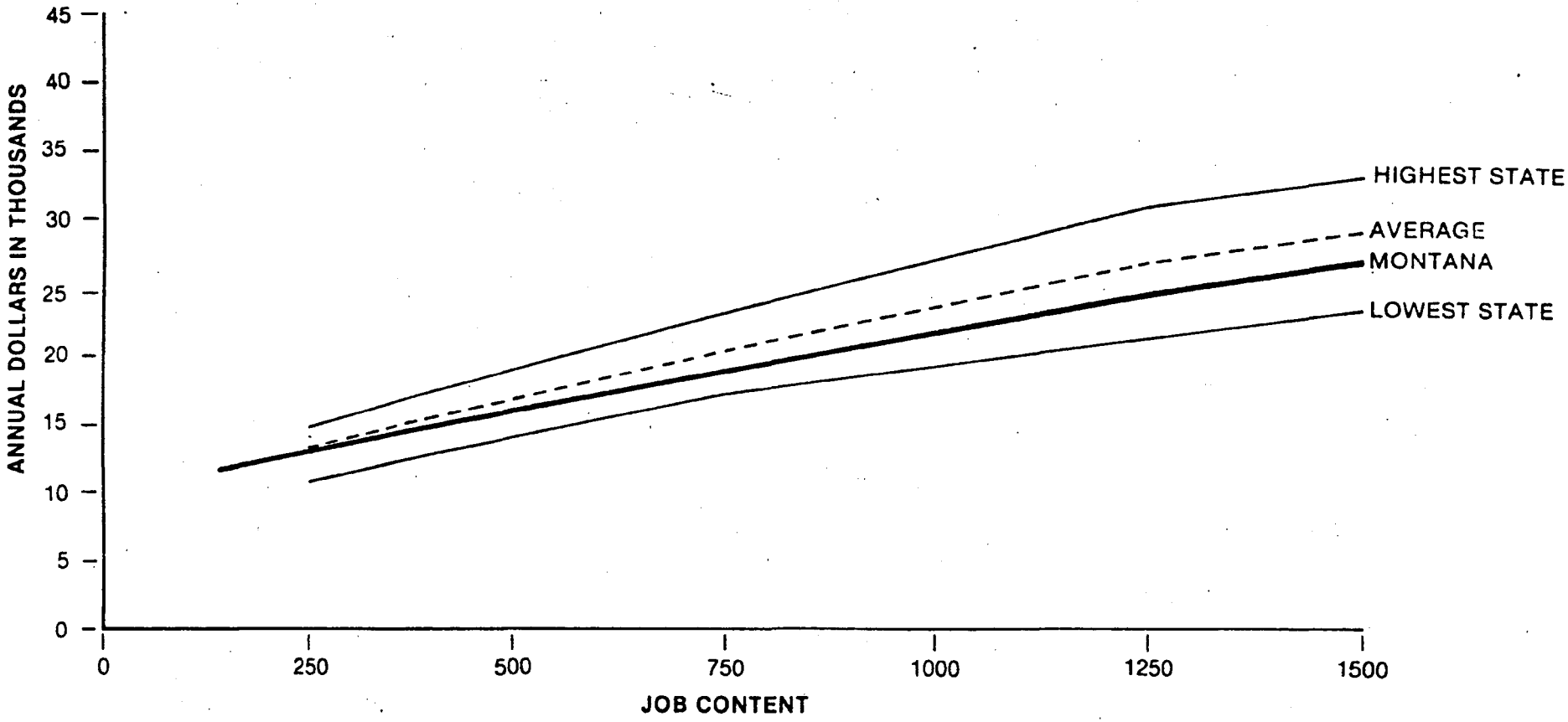
The results indicate that Montana average salaries are generally below other states, and this discrepancy seems to increase in a direct relationship to increases in job content. In other words, Montana salaries become less competitive at the upper grade levels.

The 1980 Hay Survey indicates that the Montana pay regression line has further dropped in relation to the regression lines of the other states. The Hay study substantiates the findings of the 1980 State Salary Survey that Montana salaries, especially at the upper grade levels, are getting further behind those of surrounding states.



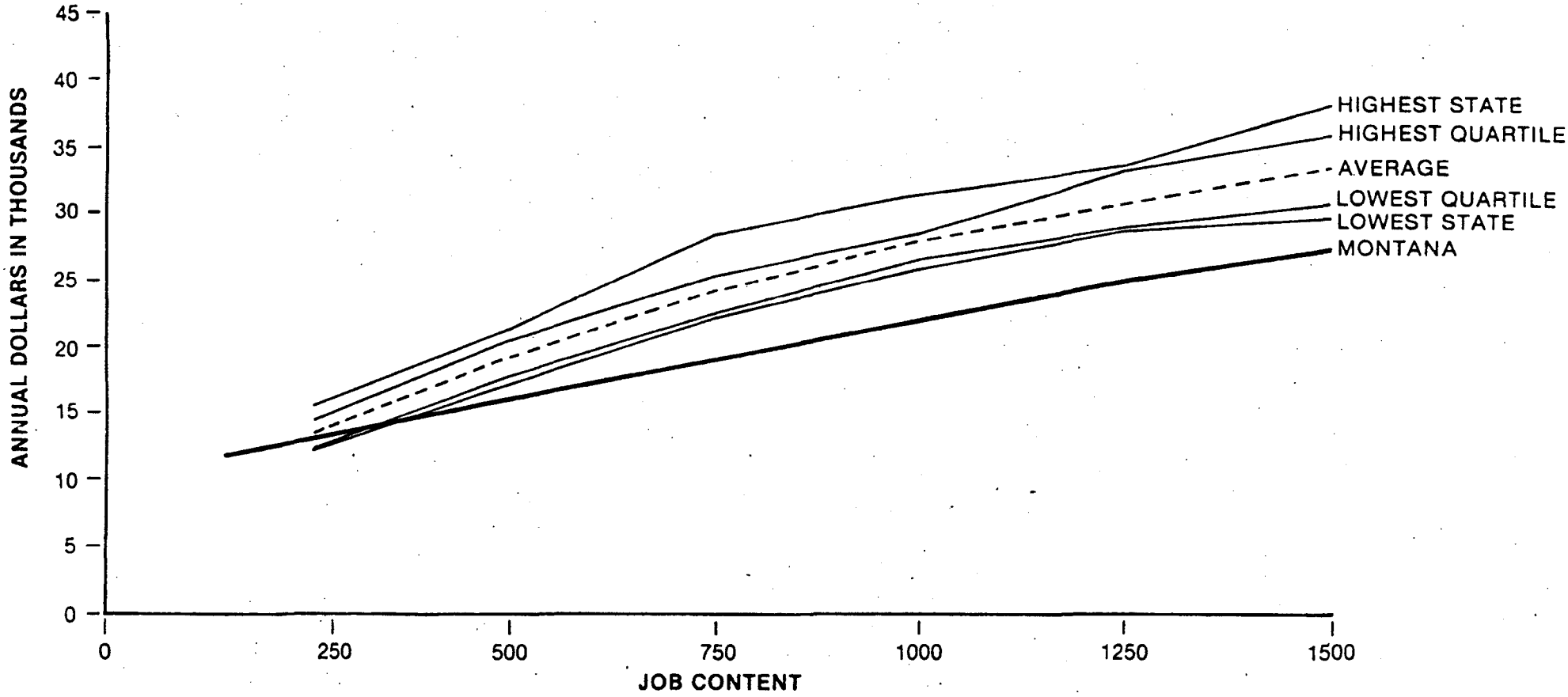
MONTANA AVERAGE SALARIES VS. ALL OTHER STATES

CHART A



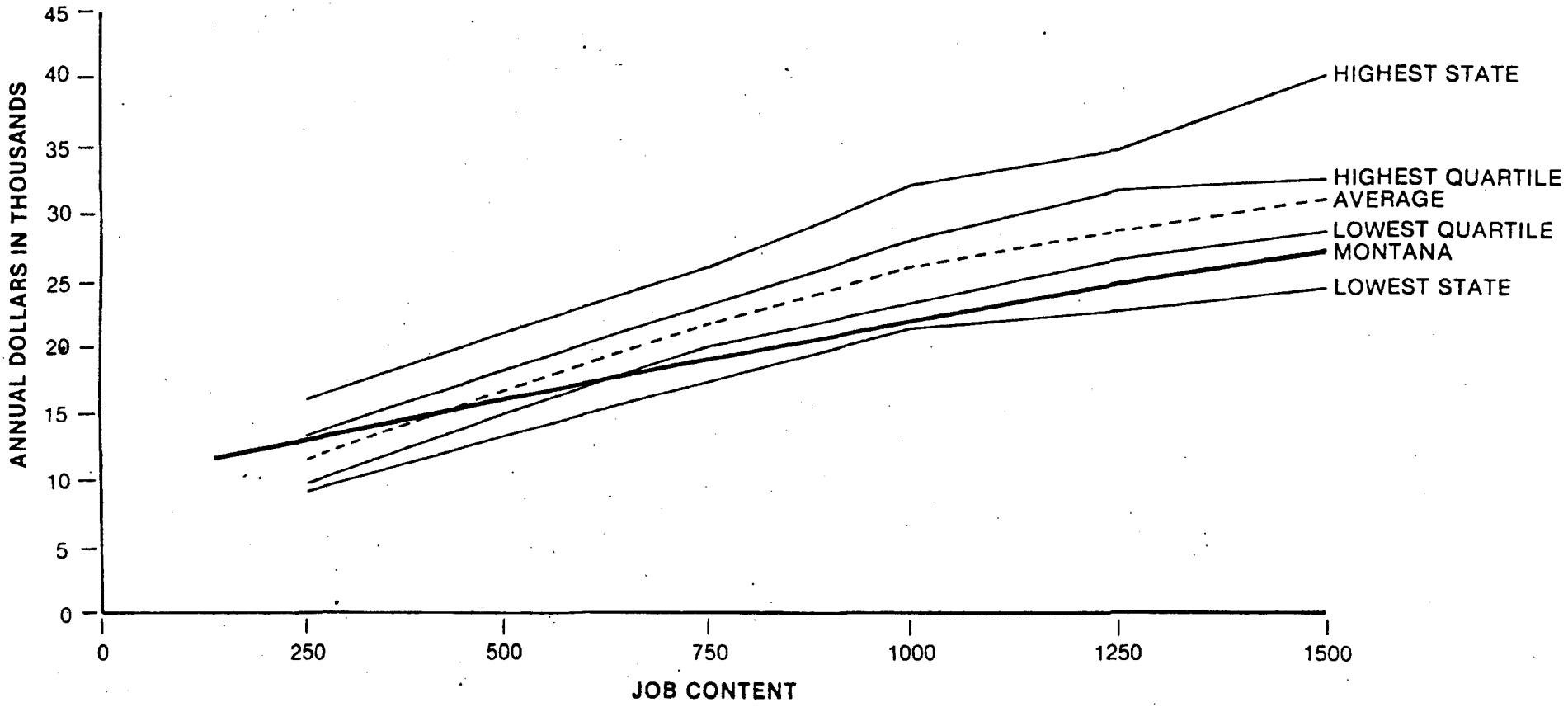
MONTANA AVERAGE SALARIES VS. NORTHWESTERN STATES

CHART B



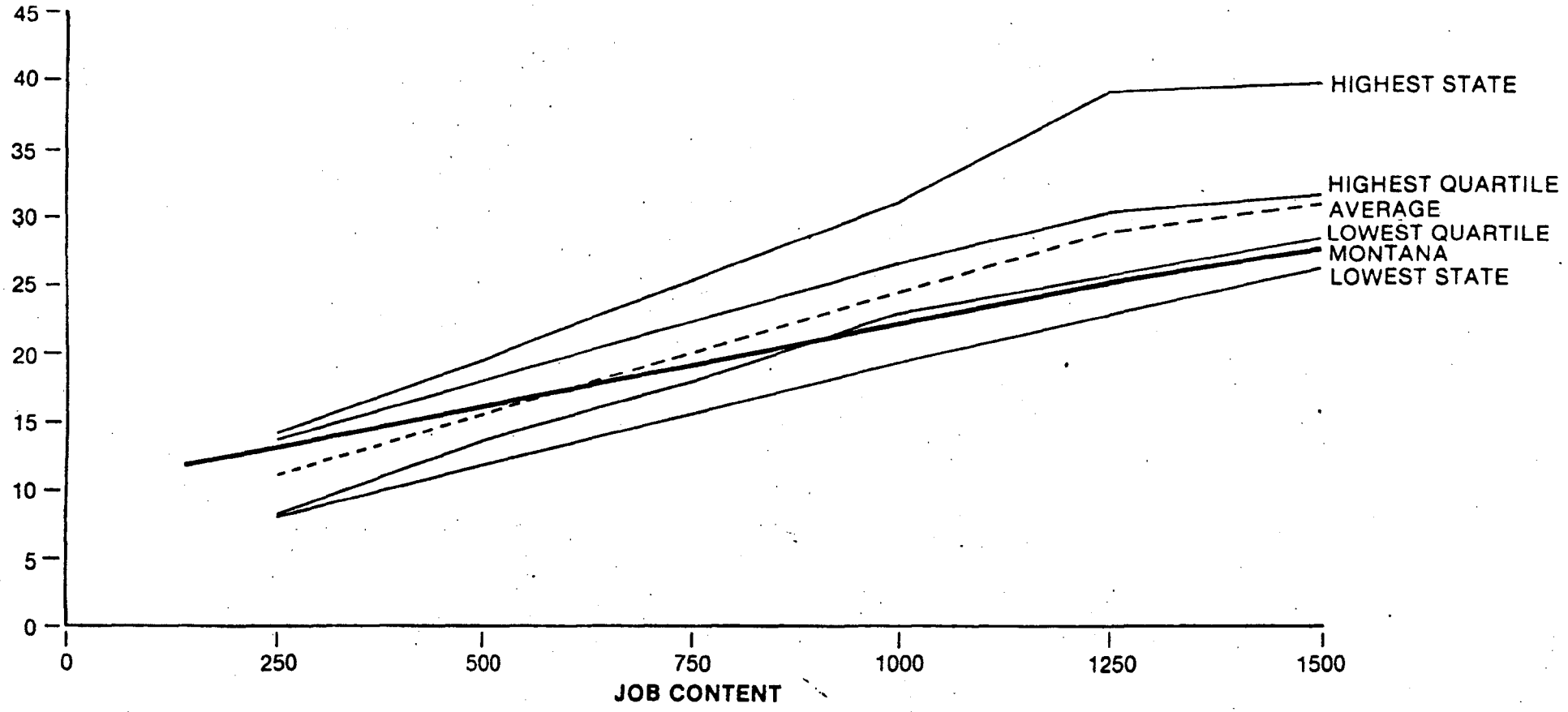
MONTANA AVERAGE SALARIES VS. WESTERN STATES

CHART C



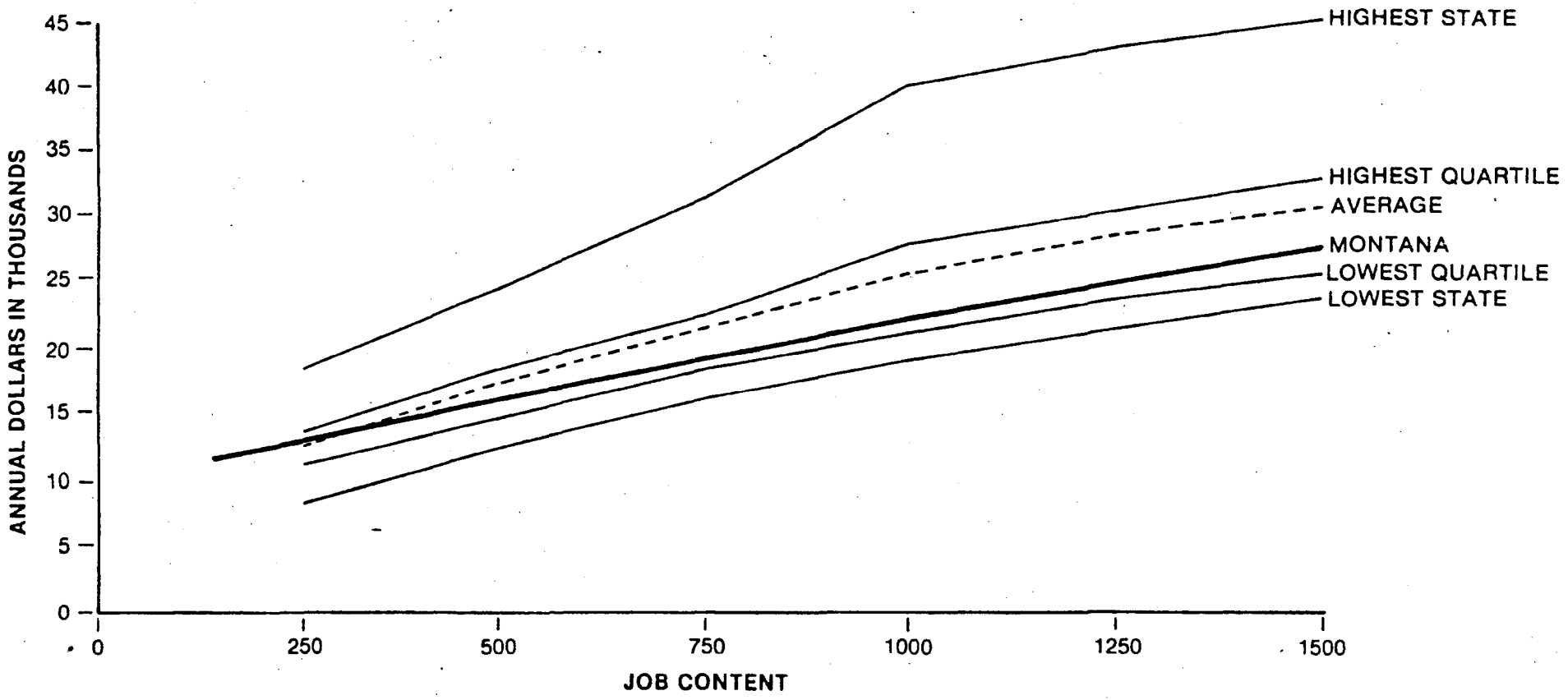
MONTANA AVERAGE SALARIES VS. SOUTHWESTERN STATES

CHART D



MONTANA AVERAGE SALARIES VS. CENTRAL STATES

CHART E



MONTANA AVERAGE SALARIES VS. OTHER STATES OF COMPARABLE SIZE

CHART F

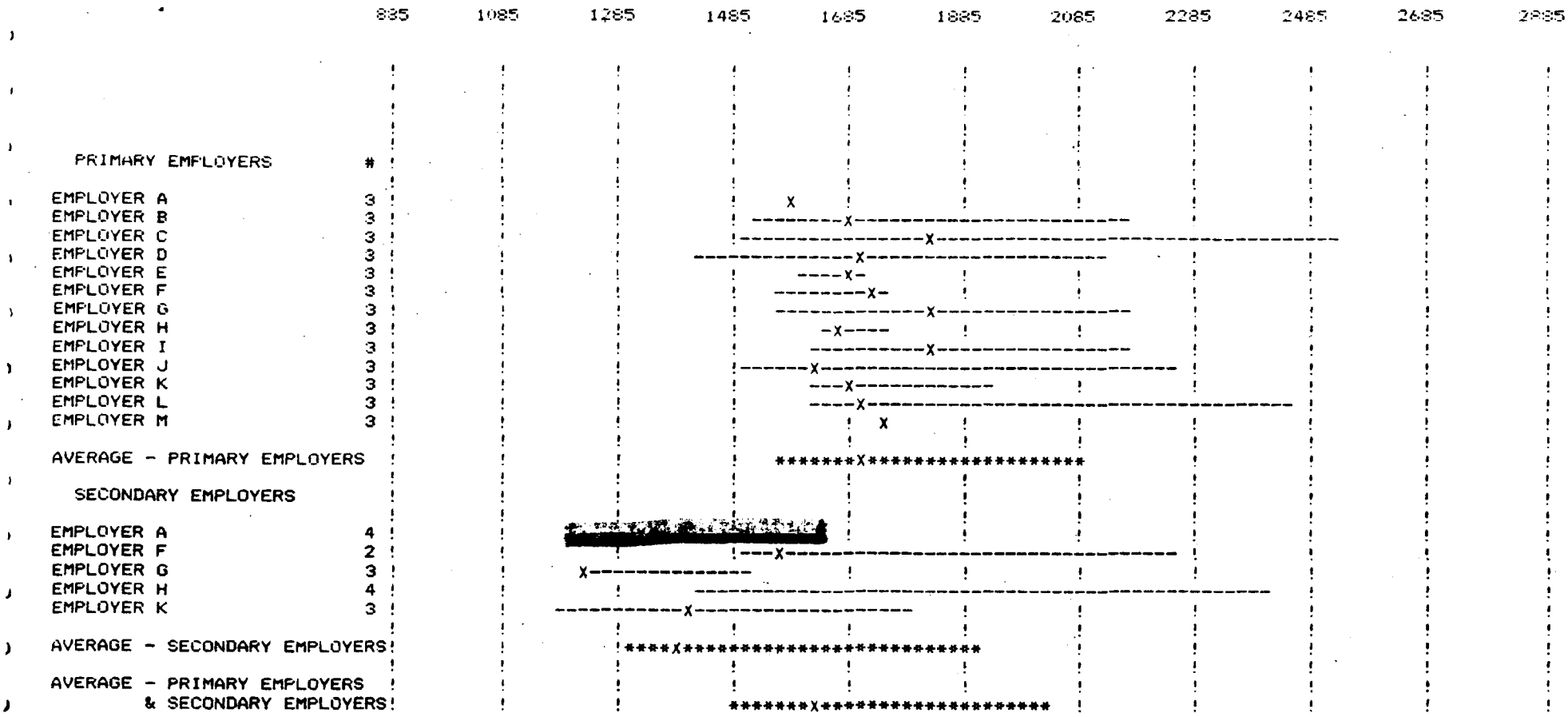
EXHIBIT 4

09/25/80

THE MONTANA POWER COMPANY
1980 PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE. ENGINEER-ENTRY LEVEL

SCALE: ONE POSITION = $20 PER MONTH ESTABLISHED RANGE PLOTTED



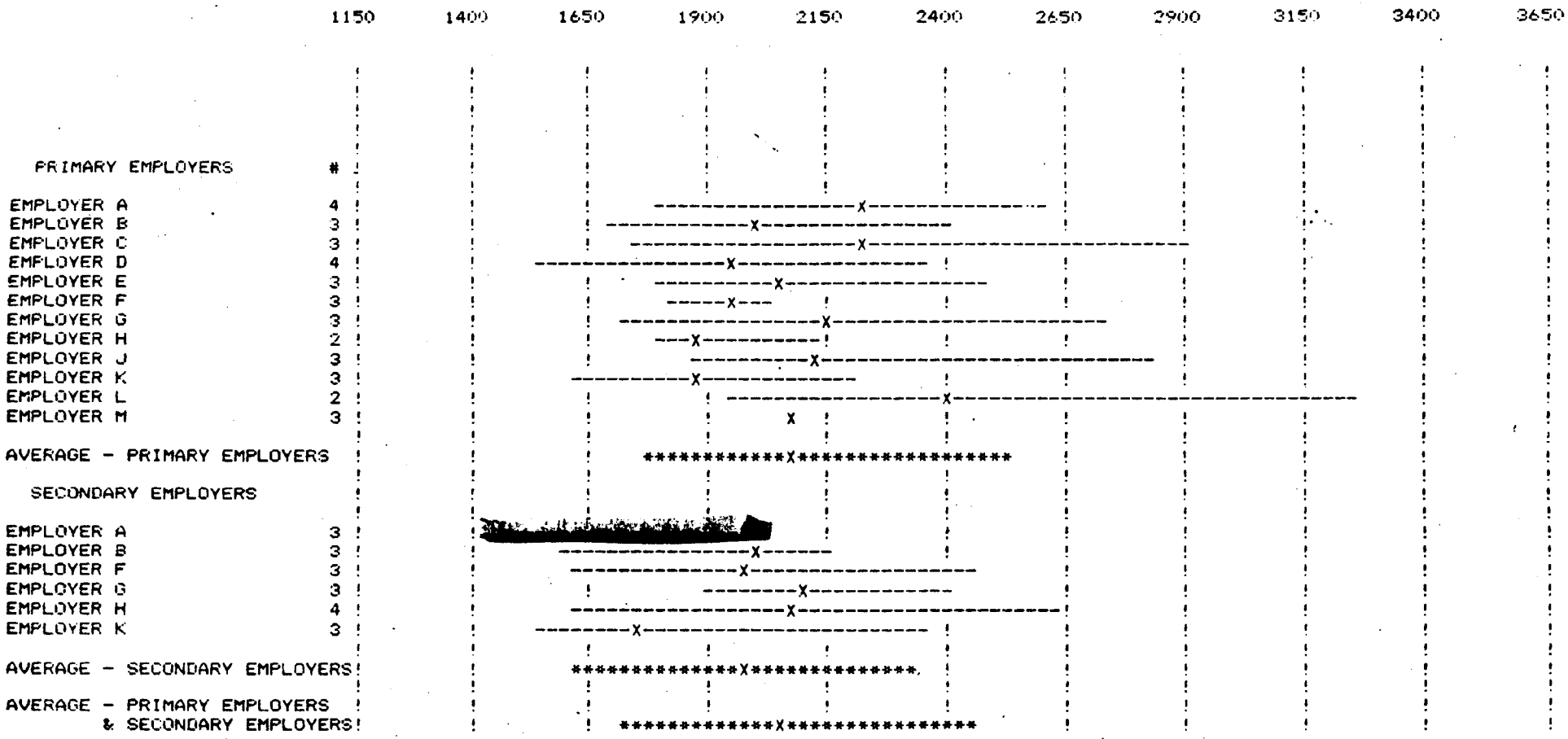
LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

8X.4

THE MONTANA POWER COMPANY
1980 PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE: ENGINEER-INTERMEDIATE

SCALE: ONE POSITION = $25 PER MONTH ESTABLISHED RANGE PLOTTED



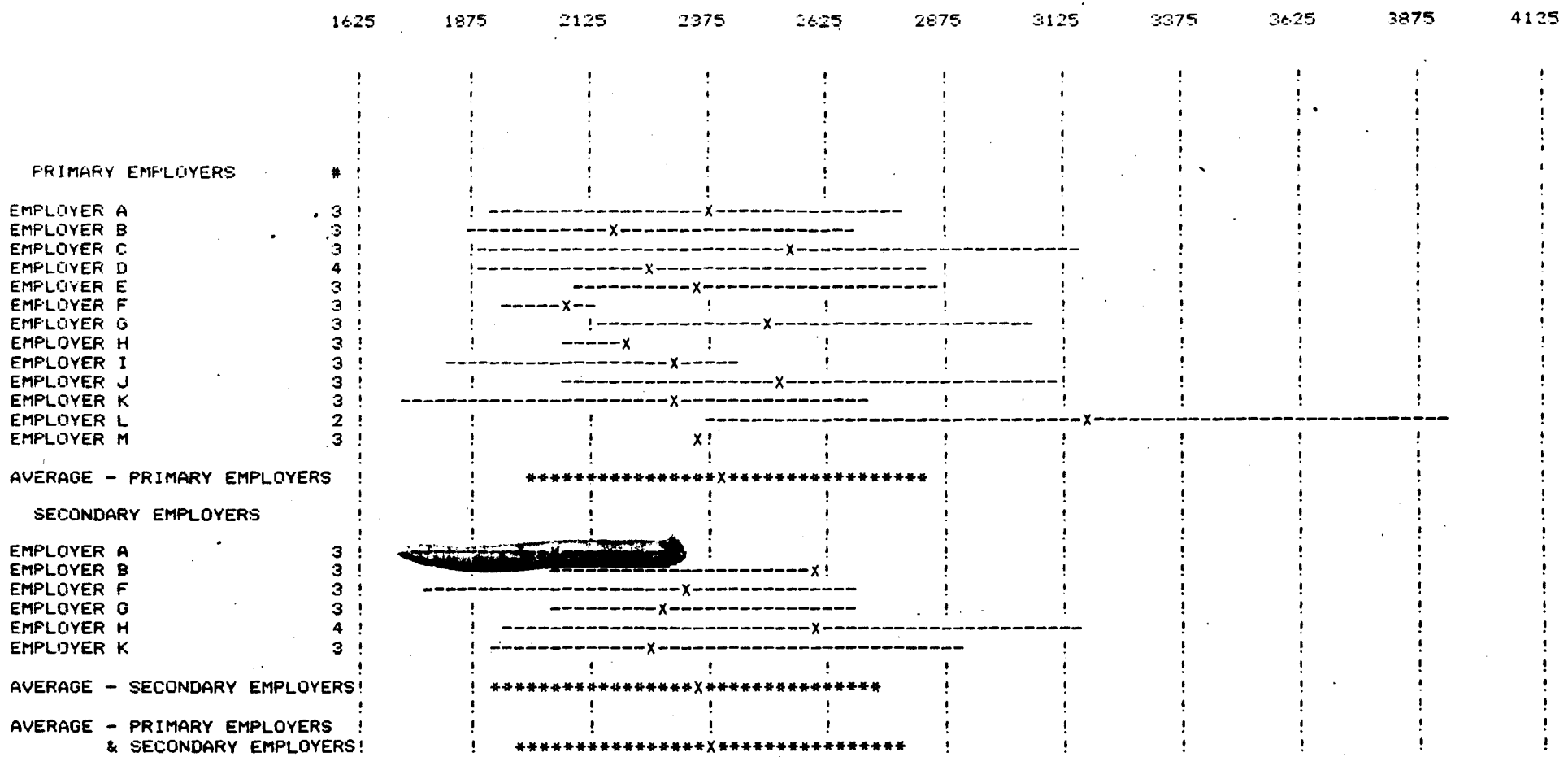
LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

1/29/80

THE MONTANA POWER COMPANY
1980 PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE: ENGINEER-SENIOR

SCALE: ONE POSITION = $25 PER MONTH ESTABLISHED RANGE PLOTTED

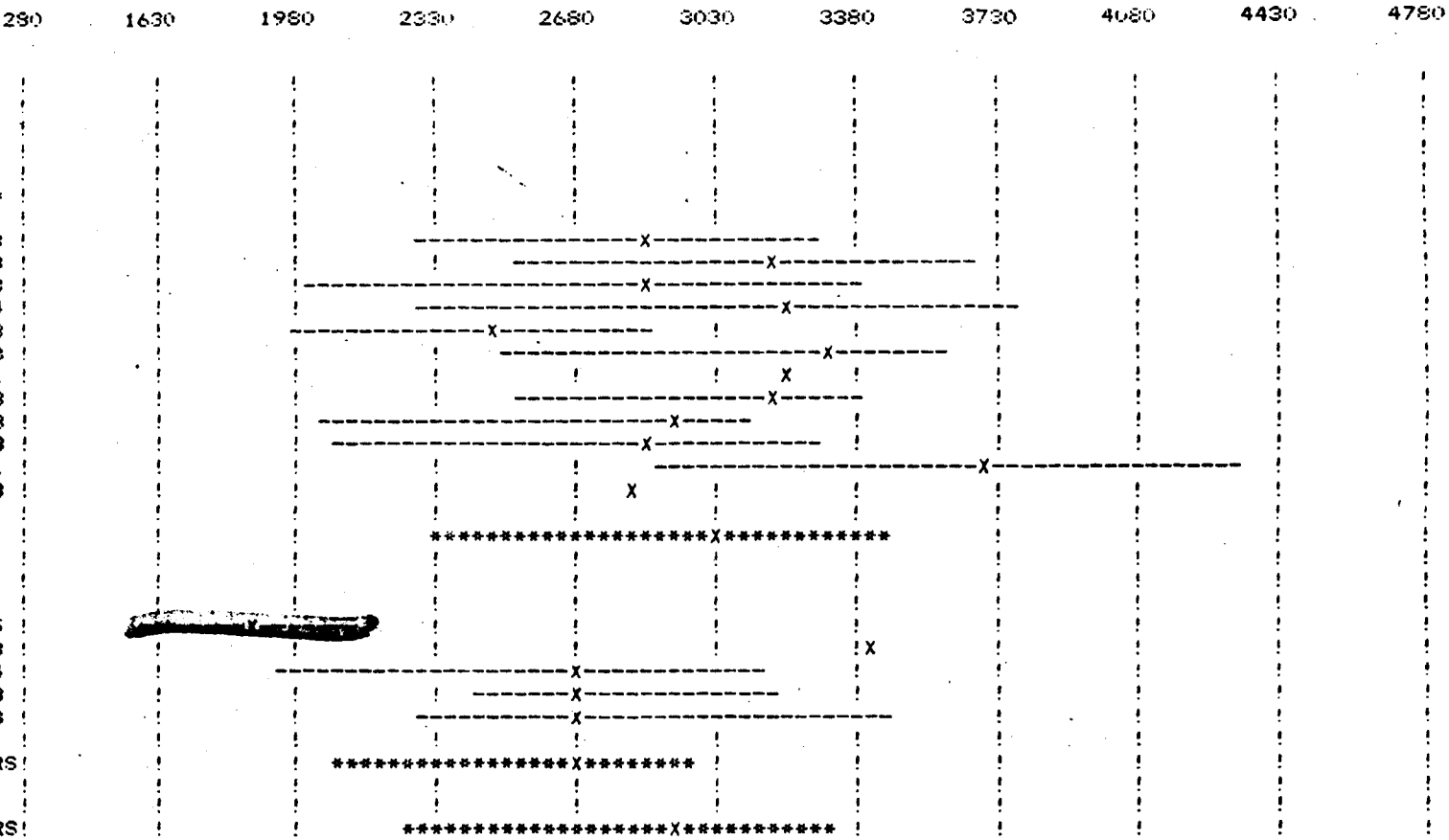


LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

THE MONTANA POWER COMPANY
PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE: ENGINEER-SECTION HEAD

SCALE: ONE POSITION = $35 PER MONTH ESTABLISHED RANGE PLOTTED



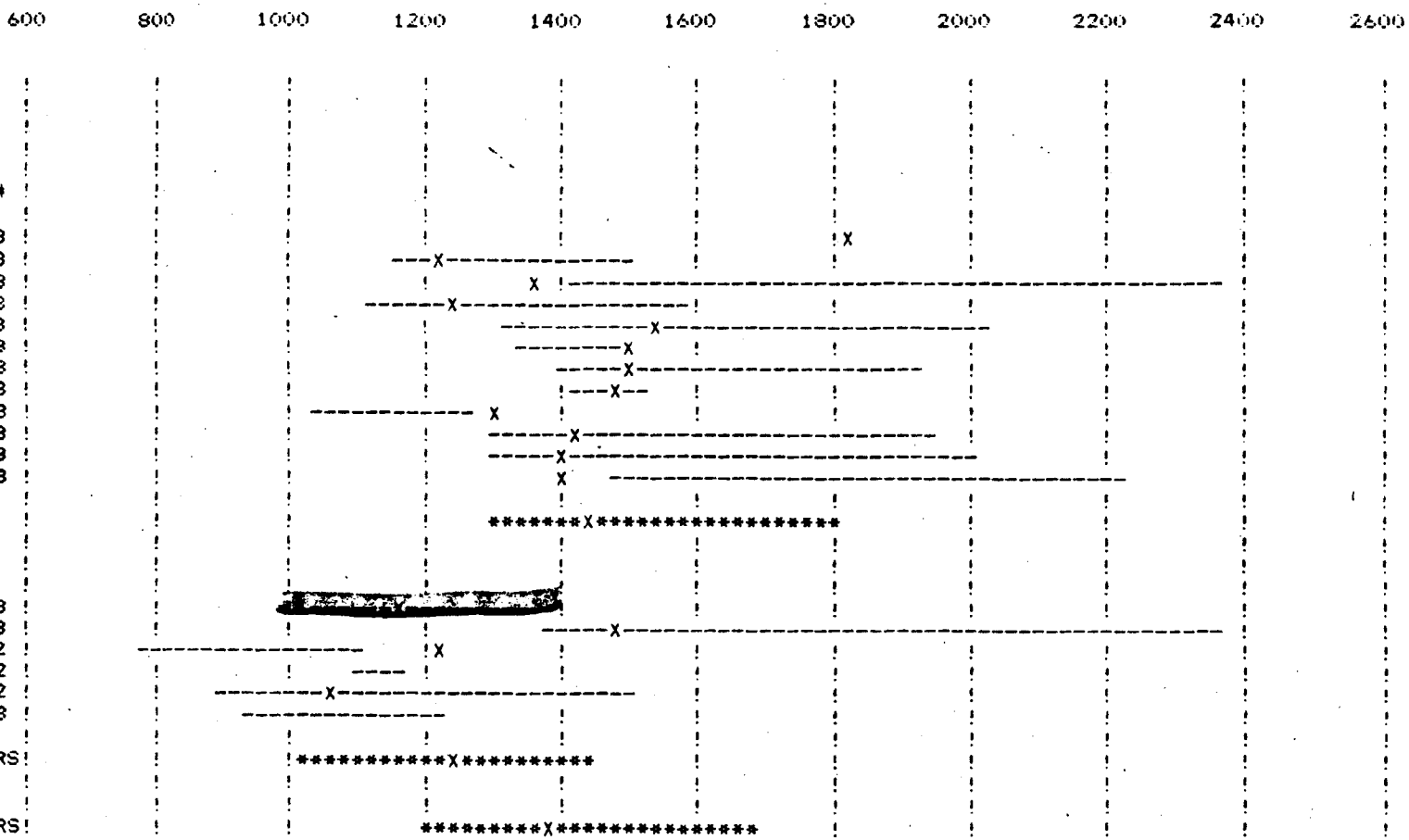
LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

7/29/80

THE MONTANA POWER COMPANY
1980 PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE: ACCOUNTANT-ENTRY LEVEL

SCALE ONE POSITION = $20 PER MONTH ESTABLISHED RANGE PLOTTED



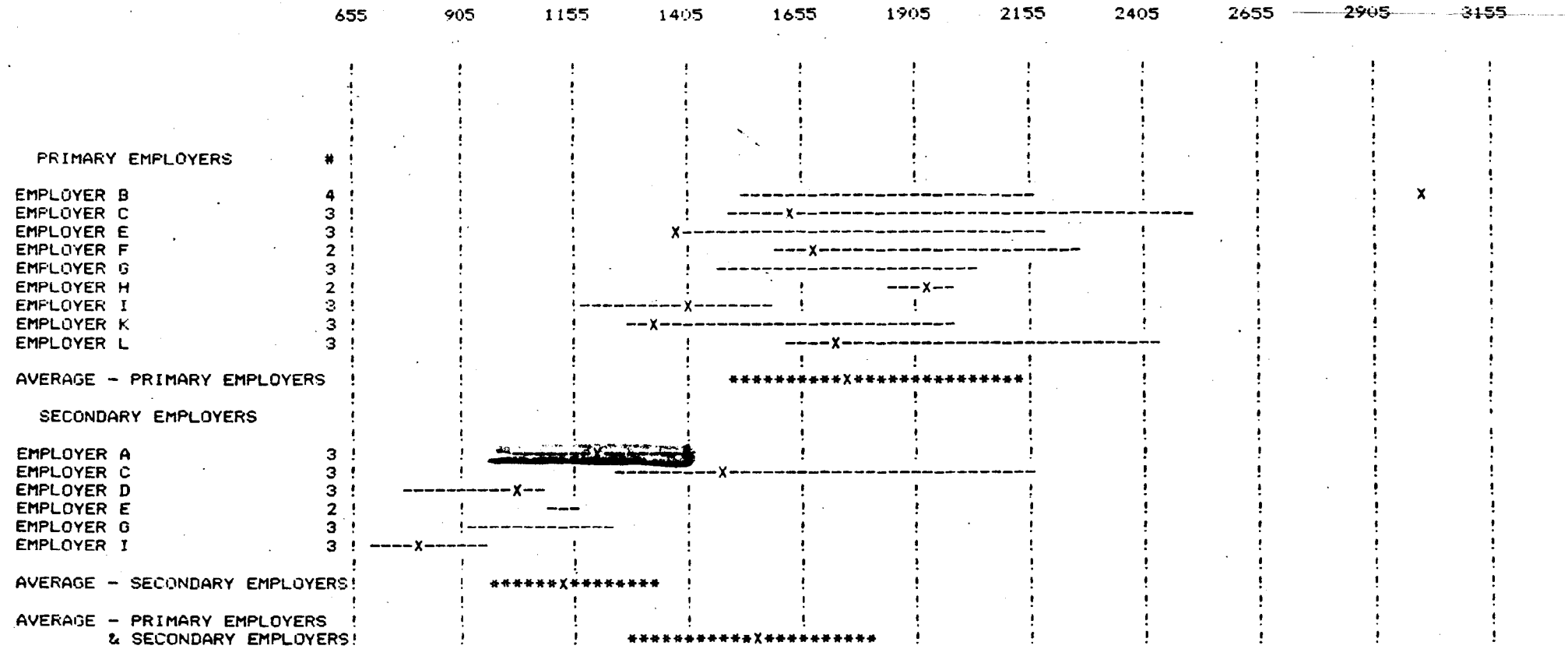
LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

29 30

THE MONTANA POWER COMPANY
1980 PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE: AUDITOR-ENTRY LEVEL

SCALE ONE POSITION = $25 PER MONTH ESTABLISHED RANGE PLOTTED

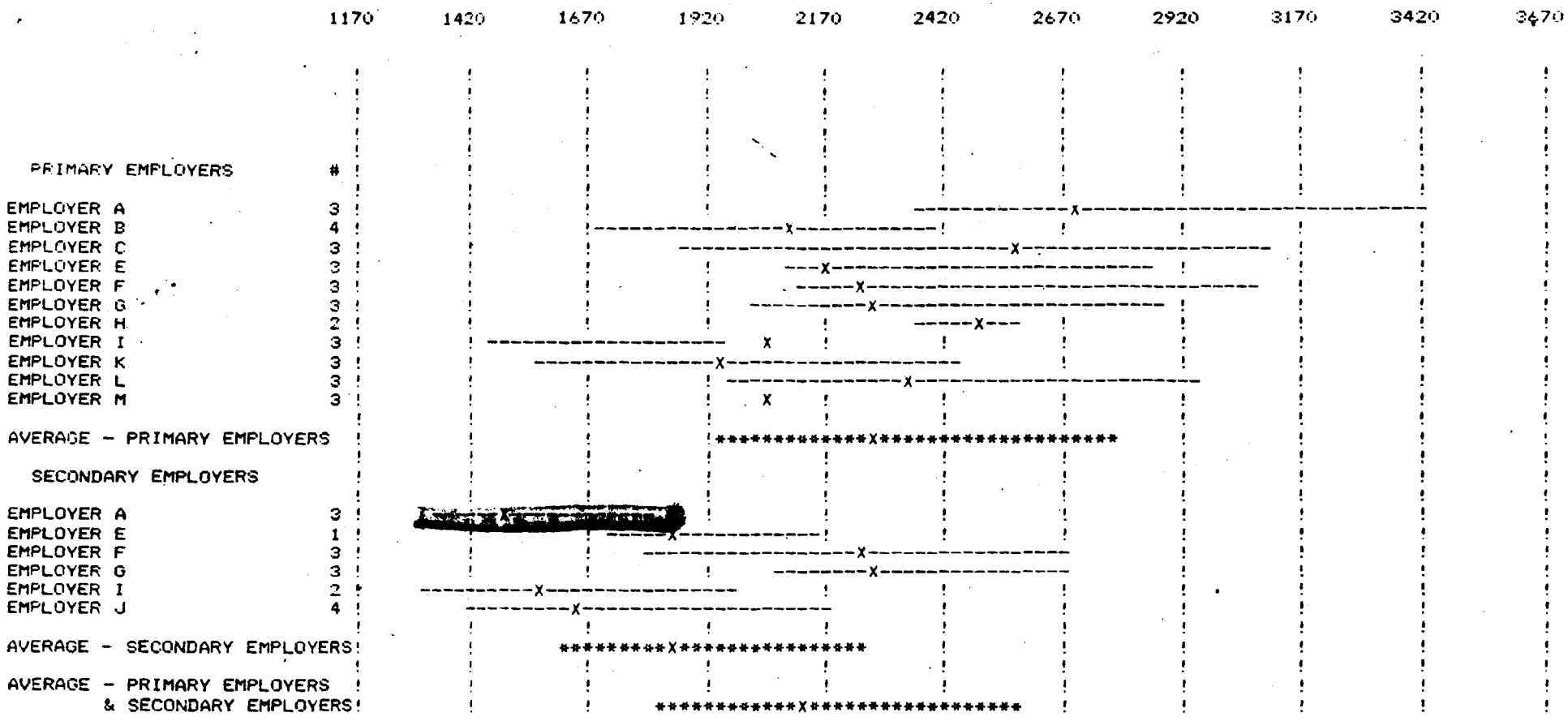


LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

THE MONTANA POWER COMPANY
1980 PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE: AUDITOR-SENIOR

SCALE: ONE POSITION = $25 PER MONTH ESTABLISHED RANGE PLOTTED

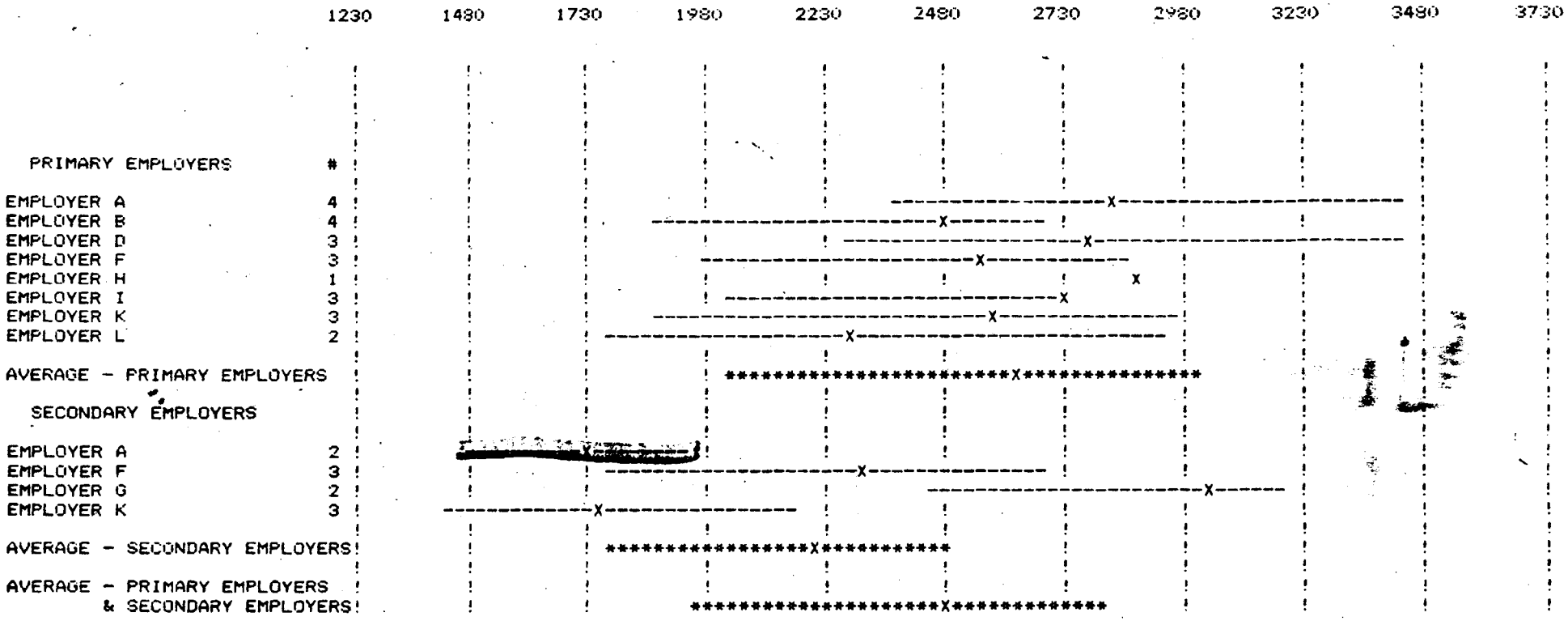


LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

THE MONTANA POWER COMPANY
1980 PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE DIV CHIEF ACCT (OFF MGR)

SCALE: ONE POSITION = $25 PER MONTH ESTABLISHED RANGE PLOTTED



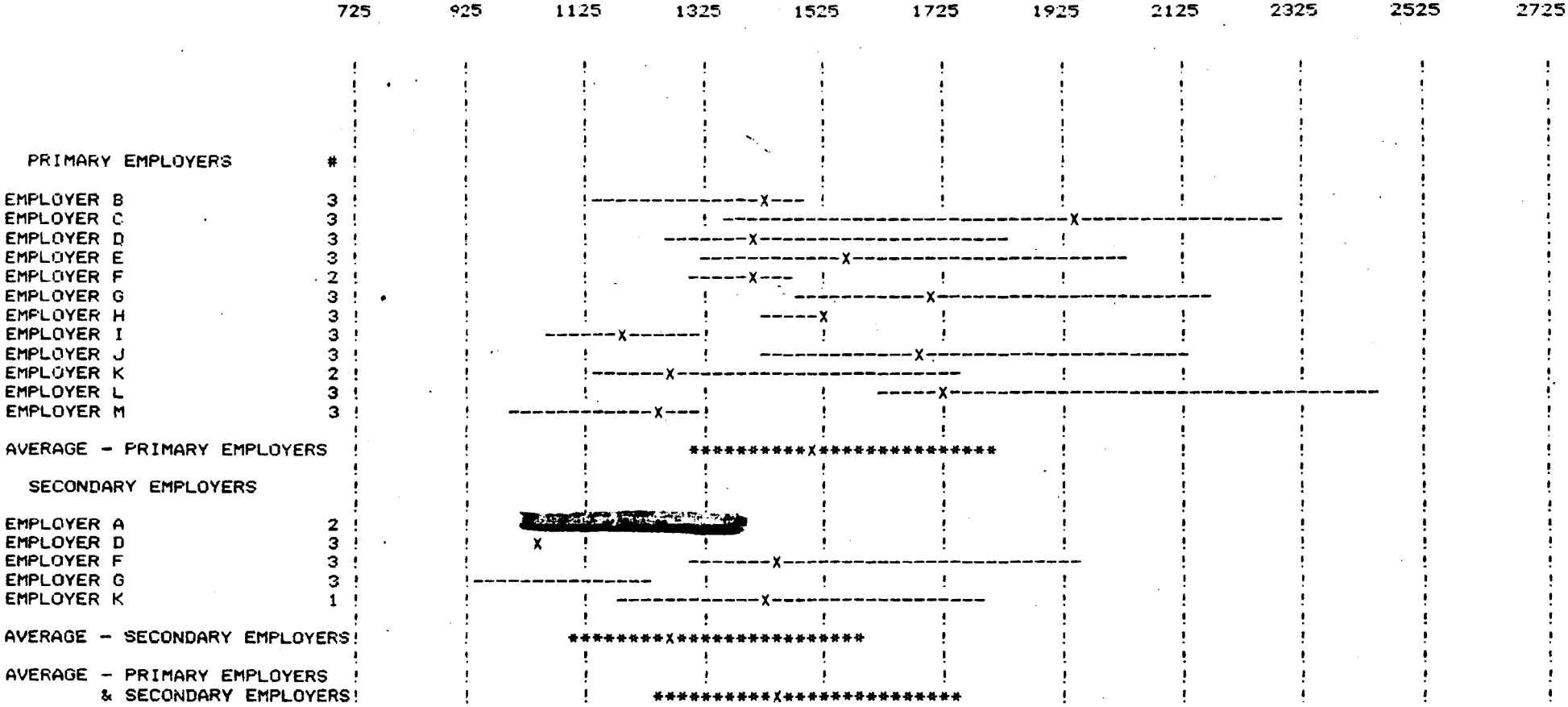
LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

[redacted]80

THE MONTANA P[redacted]ER COMPANY
1980 PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE: PROGRAMMER, ENTRY LEVEL

SCALE: ONE POSITION = $20 PER MONTH ESTABLISHED RANGE PLOTTED



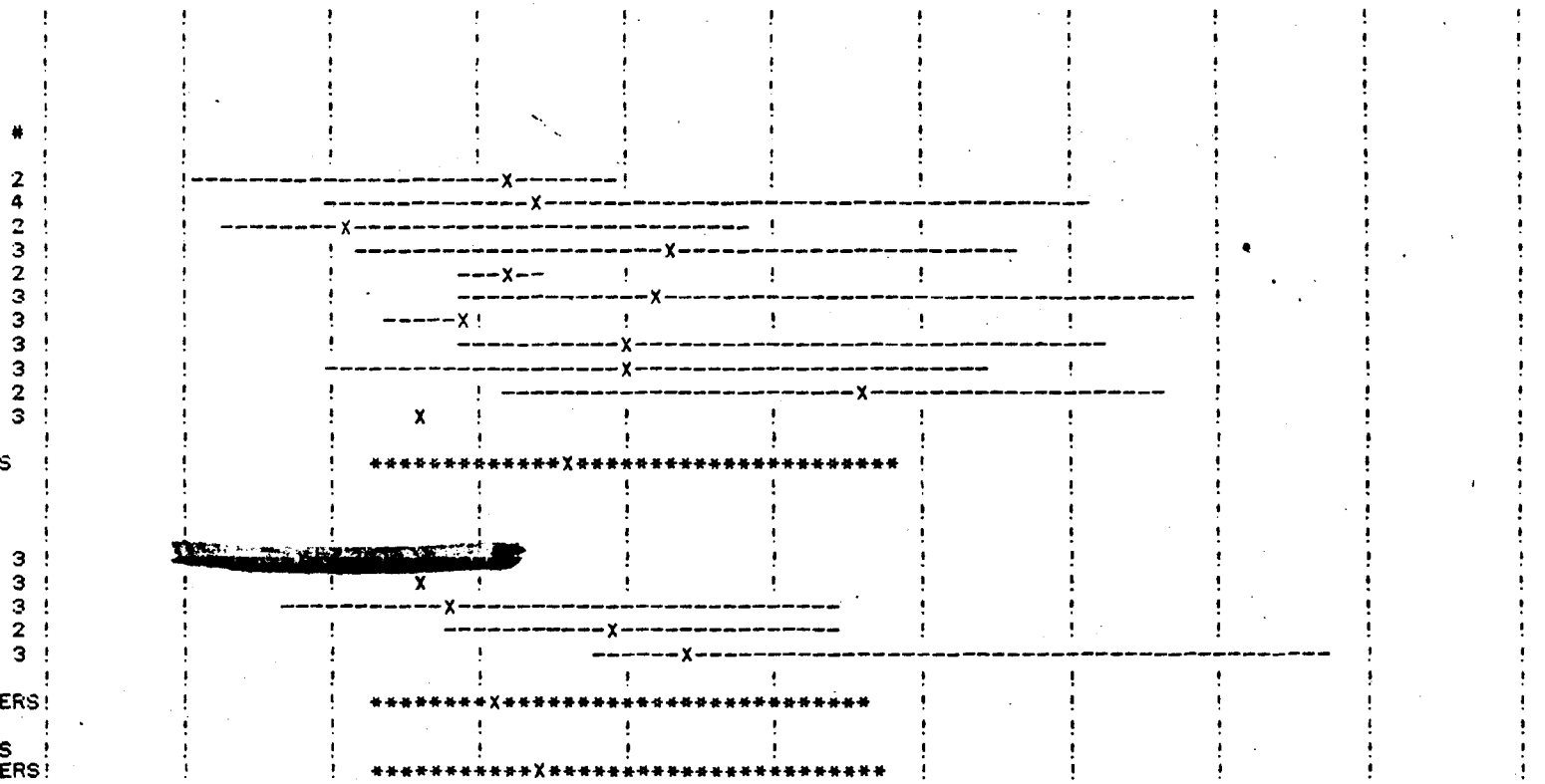
LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

[redacted]80

THE MONTANA POWER COMPANY
1980 PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE: SENIOR PROGRAMMER

SCALE ONE POSITION = $20 PER MONTH ESTABLISHED RANGE PLOTTED

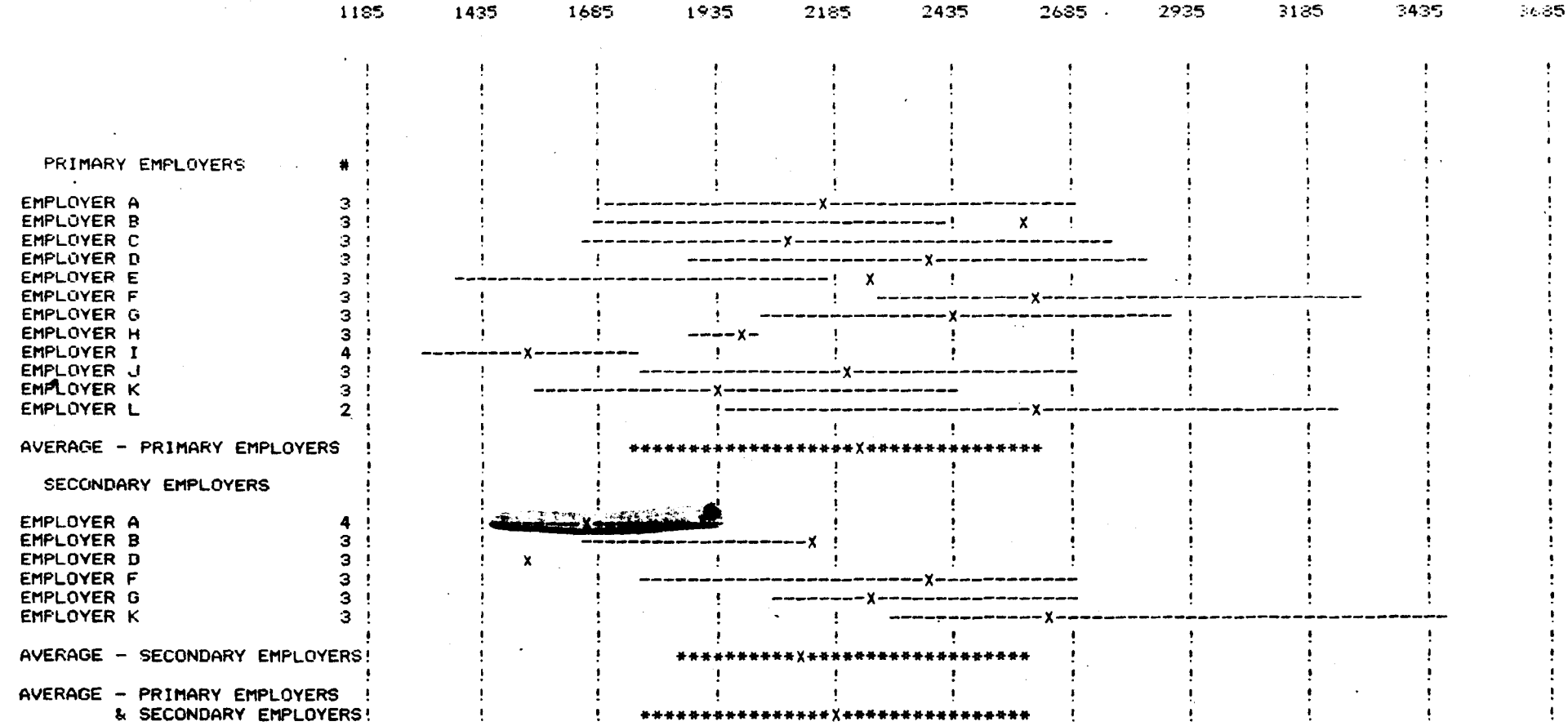


LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

THE MONTANA POWER COMPANY
1980 PROFESSIONAL AND TECHNICAL SALARY SURVEY
GRAPHICAL DATA DISPLAY

JOB TITLE: SYSTEM ANALYST

SCALE: ONE POSITION = $25 PER MONTH ESTABLISHED RANGE PLOTTED



LEGEND: X = ACTUAL SIMPLE MEAN Y = ESTIMATED SIMPLE MEAN # = JOB MATCH CODE

MINIMUM SALARIES - IN-STATE EMPLOYERS

CLASSIFICATION	GRADE	MEAN SURVEY SALARY	STATE OF MONTANA SALARY	NUMBER OF EMPLOYERS RESPONDING	ESTIMATED EMPLOYEES SURVEYED	SURVEY STANDARD DEVIATION	SURVEY STANDARD ERROR	PERCENT MONTANA IS ABOVE OR BELOW MEAN	MONTANA Z-SCORE
BAKER III	10	580	909	3	9	44	25	56.7	7.47
MAINTNCE WRKR III	10	843	909	12	72	184	53	7.8	.35
GRADE 11 CLASSES	11	1,088	990	41	351	320	50	9.1-	.30-
COMPUTER PROG I	11	1,300	990	1	3	200		23.9-	1.55-
LICND PRAC NRS III	11	832	990	6	36	160	65	18.9	.98
ACCOUNTANT I	11	1,014	990	14	42	213	57	2.4-	.11-
EQUIPMT MECHNC III	11	1,245	990	10	120	411	130	20.5-	.62-
EQUIPMT OPTR IV	11	1,168	990	10	150	338	107	15.3-	.52-
GRADE 12 CLASSES	12	1,166	1,078	26	242	248	49	7.6-	.35-
PROF NURSE I	12	1,037	1,078	10	200	108	34	3.9	.37
ACCOUNTANT II	12	1,200	1,078	13	39	267	74	10.2-	.45-
COMPUTER OP SUP II	12	1,448	1,078	3	3	280	161	25.6-	1.32-
GRADE 13 CLASSES	13	1,236	1,175	18	77	292	69	5.0-	.20-
COMPUTER PROG II	13	1,174	1,175	3	15	197	114		
MAINTNCE PLUMBER	13	974	1,175	4	40	55	27	20.6	3.65
MAINTNCE SUPVR	13	1,349	1,175	11	22	305	92	12.9-	.57-
GRADE 14 CLASSES	14	1,387	1,287	25	56	343	69	7.3-	.29-
PROG ANALYST II	14	1,533	1,287	6	12	311	127	16.1-	.79-

DAVE EVENSON

EXHIBIT 6

Critical Classes

The 1980 Salary Survey shows that the State pays below market in a number of occupations. The problem has grown to a point where action may be required to correct it. After analyzing the Survey results and considering our legal obligations to collectively bargain pay issues with unions, we settled on the critical class approach.

Using the Salary Survey to identify classes off the market may not produce the most cost effective result as we would increase salaries to classes that may not be required under the critical class concept.

Interviews with agencies have been conducted to find out what they see as their worst pay problems. The information received from the agencies was summarized according to the following categories.

1. Recruitment - Is salary sufficient for attracting qualified applicants? Is quality being sacrificed because of salary?

2. Retention Is salary sufficient for retaining qualified employees? Is salary often cited as a reason for leaving?

3. Training and Development - If recruitment and retention difficulties are evident, is extensive training necessary to develop employees enough to effectively carry out mandated programs?

4. Morale/Motivation - Is pay resulting in dissatisfaction? Is pay resulting in lower productivity?

5. Importance of Job - Is the job critical to the success of an agency program? Is there an adverse impact expected if employees quit?

6. Benefit Return - Is increased salary expected to provide a net benefit to the state by increasing revenues or reducing costs?

After interviewing some of the agencies managers and personnel officers, the following occupations were initially identified as having the most serious pay problems.

1. Department of Administration

   A. Data Processing Managers, Software Specialist, Technical Services Personnel and Data Base Managers - Importance of job, recruitment, training and development, and benefit return.

B. Computer Operator Supervisors - Importance of job, recruitment, training and development, and benefit return.

C. Experienced Architects and Engineers - Retention, training and development, and importance of job.

D. Data Entry Operators - Retention and morale/motivation.

2. Department of Highways

A. Drafters - Recruitment and training and development.

B. Right of Way Agents - Recruitment (experienced agents), retention, training and development, and benefit return.

C. Word Processing Operators - Retention

D. Engineers - Morale/motivation and retention.

3. Department of Natural Resources and Conservation

A. Physical Scientists, Soil Scientists, Geologists, Hydrologists - Retention, training and development, and morale/motivation.

B. Experienced Economists - Recruitment and retention.

C. Water Rights Analysts - Retention, training and development, and benefit return.

D. Mining Engineers - Recruitment.

4. Department of Institutions

A. Community Correction Specialists - Retention, training and development and morale/motivation.

B. Nurses, Speech Pathologists, Physical Therapists and Psychologists - Retention and morale/motivation.

C. Habilitation Aides - Retention and morale/motivation.

5. Department of Revenue

A. Property Appraisers - Retention, training and development, morale/motivation, and benefit return.

B. Auditors - Retention, training and development, importance of job, and benefit return.

C. Data Entry Operators - Recruitment (experienced), retention, training and development and benefit return.

D. Computer Operators - Retention and training and development.

E. Economists, Statisticians and Research Specialists - Recruitment, retention, training and development.

F. Supervisors and managers - Morale/motivation, importance of job and benefit return.

G. Data Processing professionals - Training and development, importance of job and benefit return.

6. Employment Security Division

A. Data Entry Operators and Word Processing Operators - Retention and training and development.

B. Statisticians and Economists - Retention.

7. Department of Health and Environmental Sciences.

A. Health Physicists - Recruitment, retention and benefit return.

B. Water and Air Quality professionals - Recruitment, retention, morale/motivation and importance of job.

C. Nurse Consultants - Recruitment, retention, morale/motivation and importance of job.

D. Lower graded occupations - Retention and morale/motivation

8. Office of Public Instruction

A. Experienced Data Entry Operators - Recruitment, importance of job and benefit return.

B. Education Consultants - Recruitment, retention, morale/motivation and importance of job.

C. Computer Operators - Retention and morale/motivation.

9. Department of Justice

   A. Forensic Scientists - Retention

   B. Highway Patrol Officers - Recruitment (experienced officers), retention, morale/motivation and importance of job.

   C. Professional employees in general - Recruitment (experienced), and morale/motivation.

10. Department of Community Affairs

   A. Experienced Economists - Recruitment, retention, importance of job and benefit return.

   B. Accountants and Auditors - Retention, morale/motivation and benefit return.

   C. Planners - Recruitment (experienced), morale/motivation and benefit return.

   D. Programmer/Analysts - Recruitment, retention, importance of job and benefit return.

Some general comments made in the interviews were as follows:

1. Several stated that agencies should be able to provide merit pay raises for their most productive employees.

2. Several stated that the special pay exception granted to engineers and data processing professionals "helped" in recruiting and retaining qualified people for these occupations.

3. Two agencies stated that there was a negative effect on the morale of some of their employees when special treatment was offered to engineers and data processing professionals.

The interviews revealed that external pay inequities are now getting to the point where some programs are being noticeably affected. Too much money is being spent on attrition-related expenditures and productivity seems to be declining.

Income Tax Division-Turnover

January 1st, 1978 we had 11 auditors. During the year we hired or transferred 7 and 6 auditors resigned or transferred leaving 12 auditors at the end of 1978.

January 1st, 1979 we had 12 auditors. During the year we hired or transferred 4 auditors and 5 auditors resigned or transferred leaving 11 auditors at the end of 1979.

January 1st, 1980 we had 11 auditors. During the year we hired or transferred 2 auditors and 3 auditors resigned or transferred leaving 10 auditors at the end of 1980.

One auditor transferred January 1981, leaving 9 at the present time.

11 auditors start of 1978 - 4 remaining 1981
7 auditors hired in 1978 - 2 remaining 1981
4 auditors hired in 1979 - 2 remaining 1981
2 auditors hired in 1980 - 1 remaining 1981
9

Average auditor net for State $392,674.17/yr.

$$\frac{\$392,674.17}{2080} = \$188.79/hr.$$

New auditor average $157.00/hr.

It takes about one year for a new auditor to reach the above average.

We have spent 18,720 hours training time for new auditors with 1 year or less experience.

18,720 hrs x (188.79 - 157.00)/hr = $595,108.80
31.79
Lost revenue for new auditor

It takes a yearly average of about 5% of an experienced auditors time to train a new auditor.

188.79 x .05 = $9.44/hr x 18,720 = $176,716.80

Lost revenue for experienced auditor

$595,108.80
176,716.80
$771,825.60------Total Lost Revenue

OCCUPATIONAL GROUP

CRITICAL CLASSES
Based on Survey Data Only

ALL HOWEVER, THESE GROUPS WOULD NOT BE TREATED — A CRIT. CLASS PROGM

	Classification	Approx. FTE *	Grade
Group No. 1	Clerk, Shipping/Rec'g I	1	4
	Clerk, Shipping/Rec'g II	2	6
	Film Library Clerk I	4	6
	Magnetic Tape Librarian	1	8
	Aud.-Visual Library Mgr.	1	11
	Stock Clerk II	1	6
	Stock Clerk III	11	8
	Stock Clerk Supervisor I	3	9
	Stock Clerk Supervisor II	1	10
	Film Library Clerk III	1	8
	Mail Clerk I	5	5
	Mail Clerk II	18	6
	Mail Clerk Supervisor I	8	8
	Mgr., Mail and File Unit	1	8
	Supvr., Distribution Section	1	12
	Mail Clerk Supervisor II	3	9
	Warehouse Worker I	3	8
	Warehouse Worker II	3	9
	Warehouse Worker III	2	10
	Warehouse Foreman I	4	12
	Warehouse Foreman II	2	13
	Chief, Warehouse Bureau	1	15
	Total for Group:	77	8 **
Group No. 2	Data Processing Supvr.	1	11
	Input/Output Controller I	6	9
	Input/Output Controller II	6	11

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 2 (cont.)	Chf., Law Enforcement Tele. Bur.	1	14
	Supvr., Production Control Section	1	13
	Control Tech. Data Processing	3	9
	Computer Operator Supvr. III	2	13
	Supvr., Ret. & Data Proc. Control	1	9
	Supvr., Input/Output Services	1	14
	Supvr., LETS Operations	1	11
	Computer Operator Supvr. I	3	11
	Computer Operator Supvr. II	1	12
	Production Control Spec.	3	11
	Total for Group:	30	11 **
Group No. 3	Data Entry Supvr. I	8	8
	Data Entry Supvr. II	6	9
	Data Entry Supvr. III	2	10
	Supvr., Data Entry Sect. Admin.	1	12
	Data Controller	5	8
	Data Base Technician	2	11
	Total for Group:	24	9 **
Group No. 4	Lab. Supvr. I	15	12
	Lab. Supvr. II	6	13
	Fish Hatchery Asst. Mgr. I	7	11
	Fish Hatchery Mgr. I	7	13
	Fish Hatchery Mgr. II	1	14
	Total for Group:	36	12 **

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 5	Supvr., Mapping Section	1	12
	Drafter I	3	7
	Drafter II	6	8
	Drafter III	16	9
	Drafter IV	5	10
	Cartographer Supvr.	1	12
	Photogrammetric Tech. I	1	10
	Photogrammetric Tech. III	1	12
	Mgr., Photogrammetry Unit	1	15
	Photogrammetric Tech. II	1	11
	Supvr., Prop. Desc. Section	1	13
	Total for Group:	37	9 **
Group No. 6	Asst. Admin., Purchasing Div.	1	15
	Chf., Surplus Prop. Bureau	1	15
	Purch. & Supply Supvr.	1	13
	Prop. Mgr. I	1	13
	Inventory Control Mgr.	1	14
	Purch. Agent I	1	12
	Purch. Agent II	5	13
	Purch. Agent Supvr.	1	14
	Chf., Central Store	1	14
	Chf., Purch. & Distri.	1	15
	Admin., Purch. Div.	1	18
	Total for Group:	15	14 **

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 7	Residential Services Dir. III	2	17
	Psychologist V	10	17
	Supvr., Treatment Unit I	2	17
	Supvr., Treatment Unit II	5	18
	Chf., Criminal Invest. Bureau	1	17
	Chf., Mgmt. & Planning Bureau	1	17
	Chf., Youth Development Bur.	1	17
	Chf., Rehab. Services Bur.	3	17
	Chf., Comm. 7 Prog. Devel. Bur.	1	17
	Chf., Aging Services Bur.	1	17
	Chf., Spec. Proj. Bur.	1	17
	Asst. Admin., Human Res. Div.	1	17
	Associate Warden	3	17
	Deputy Warden	1	18
	County Welfare Director IV	4	17
	Community Devel. Coordinator	1	20
	Chf., Comm. Corrections Bur.	1	18
	Admin., Corrections Div.	1	22
	Career Exec. Assignment	2	20
	Career Exec. Assignment	2	19
	Career Exec. Assignment	5	18
	Career Exec. Assignment	2	21
	Others	5	17
	Total for Group:	56	18 **

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 8	Right of Way Agent I	14	10
	Right of Way Agent II	10	11
	Right of Way Agent III	8	12
	Right of Way Agent IV	4	13
	Total for Group:	36	11 **
Group No. 9	Veterans Services Officer II	3	11
	Veterans Services Officer III	2	12
	Eligibility Tech. Supvr.	16	10
	Total for Group	21	10 **
Group No. 10	Engr., Elect. Systems	1	13
	Equip. & Instru. Repair Wrkr. I	3	10
	Equip. & Instru. Repair Wrkr. II	1	11
	Equip. & Instru. Repair Wrkr. III	4	12
	Air Quality Electronics Spec.	1	13
	Communications Tech. I	1	10
	Communications Tech. III	6	12
	Communications Tech. Supvr.	1	13
	Chf., Communications Bur.	1	15
	Correctional Supvr. I	4	12
	Correctional Supvr. II	1	13
	Dairy Process Equip. Operator	1	11
	Equip. Mechanic I	1	9
	Equip. Mechanic II	1	10
	Equip. Mechanic III	11	11
	Equip. Mech. Foreman II	2	13

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 10 (cont.)	Equip. Mech. Foreman/Hwys.	12	14
	Chf., Motor Vehicle Equip. Bur.	1	16
	Chf., Maintenance Equip. Bur.	1	15
	Phototypesetter	2	9
	Locksmith I	1	10
	Welder Inspector	1	12
	Chf., Field Maintenance Bur.	11	18
	Dispatcher, Motor Vehicle	1	7
	Equip. Operator I	5	8
	Equip. Operator II	5	9
	Equip. Operator III	2	10
	Equip. Operator IV	4	11
	Crane Operator	1	12
	Total for Group:	87	12 **
Group No. 11	Hearings Officer II	4	14
	Hearings Officer III	2	15
	Hearings Officer IV	2	16
	Total for Group:	8	15 **
Group No. 12	Chf., Water Planning Bur.	1	16
	Asst. Admin., Planning Div. DCA	1	17
	Admin., Housing Div.	1	17
	Planner I	3	11
	Planner II	2	12
	Planner III	6	13
	Planner IV	9	14
	Planner V	6	15

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 12 (cont.)	Admin., Planning Div.	1	18
	Chf., Local Planning Servs. Bur.	1	16
	Chf., Airport & Airways Bur.	1	16
	Total for Group:	32	14 **
Group No. 13	Training Officer I	3	11
	Training Officer II	3	12
	Training Officer III	15	13
	Training Officer Supvr. I	11	14
	Training Officer Supvr. II	1	15
	Chf., Merit System Bur.	1	17
	Asst. Chf., Merit System Bur.	1	15
	EEO Supvr.	1	15
	Chf., Personnel Officer	2	17
	Chf., Classification Bureau	1	17
	EEO Officer	2	13
	Admin., Personnel Div. Institt.	1	18
	Chf., Employee Relations Bur.	1	17
	Habilitation Training Spec.	8	12
	Asst. Admin., Personnel Div./Hwys.	1	16
	Test Development Spec.	2	14
	Personnel Specialist I	1	12
	Personnel Specialist II	13	13
	Personnel Specialist Supvr.	2	15
	Labor Relations Specialist II	2	15

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 13 (cont.)	Labor Relations Specialist III	1	16
	Personnel Officer I	4	14
	Personnel Officer II	5	15
	Chf. Employee Benefits Bur.	1	17
	Staff Development Spec. I	6	14
	Staff Development Spec. II	3	15
	Administrative Officer II	5	14
	Administrative Officer III	10	15
	Administrative Officer V	5	17
	Labor Mediator II	5	16
	Chf., Labor Relations Bur.	1	18
	Administrative Officer IV	5	16
	Career Exec. Assignment	2	19
	Career Exec. Assignment	4	18
	Total for Group:	129	14 **
Group No. 14	Store Mgr. I	2	8
	Store Mgr. III	2	10
	Store Mgr. IV	2	11
	Sales Clerk I	3	5
	Sales Clerk II	2	7
	Chf., Retail Sales Bureau	1	16
	Total for Group:	12	9 **
Group No. 15	Auditor, Supvr. I	5	15
	Auditor, Supvr. II	1	16
	Acct., Supvr. II	15	15
	Asst. Admin., Treasury Div.	1	15

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 15 (cont.)	Chf., Admin. Services Bur.	1	17
	Chf., Audit & Contract Mat. Bur.	1	17
	Chf., Withholding Bur.	1	15
	Mgr., Audit Unit	1	16
	Asst. Chf., Acct. Bur.	1	15
	Chf., Auditing Bur. Revenue	1	15
	Admin., Inheritance Tax Div.	1	17
	Chf., Acct. & Mgmt. Syst. Bur.	1	17
	Asst. Admin., Motor Fuels Tax Div.	1	15
	Asst. Admin., Auditing & Acct. Div.	1	17
	Asst. Admin., Income Tax Div.	1	17
	Chf., Audit Bur. DCA	1	17
	Admin., Motor Fuels Tax Div.	1	17
	Admin., Local Gov't. Servs. Div.	1	19
	Chf., Systems & Audit Bur.	1	15
	Acct. Supvr. III	1	16
	Auditor, Municipal III	8	15
	Auditor, Municipal Supvr.	2	16
	Acct., Systems III	1	15
	Acct., Systems Supvr.	1	16
	Chf., Audit Bur.	1	16
	Asst. Admin., Local Gov't Servs. Div.	1	17
	Acct. & Fiscal Mgr. I	4	15
	Acct. & Fiscal Mgr. II	4	16
	Acct. & Fiscal Mgr. III	4	17

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 15 (cont.)	Bank Examiner IV	4	15
	Bank Examiner Supvr.	1	16
	Asst. Admin., Acct. Div.	1	16
	Revenue Agent III	2	15
	Budget Analyst III	8	15
	Budget Analyst IV	2	16
	Portfolio Mgr. I	1	15
	Portfolio Mgr. II	1	16
	Asst. Admin., PERD	1	16
	Admin., Teachers' Retirement Div.	1	17
	Career Exec. Assignment	2	19
	Career Exec. Assignment	6	18
	Total for Group:	94	16 **
Group No. 16	Education Representative	3	16
	Adv. Cncl. for Voc. Ed. Exec. Dir.	1	17
	Education Director II	2	16
	Education Director III	1	17
	Education Program Mgr. I	6	16
	Education Program Mgr. II	5	17
	Total for Group:	18	16 **
Group No. 17***	Chf., Design Bureau	1	18
	Bldg. Constr. Consultant I	1	15
	Bldg. Constr. Consultant II	1	16
	Architect II	2	14
	Chf., Health Plng. & Res. Dev. Bur.	1	17
	Chf., Facility Planning Bur.	1	16

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 17 (cont.)	***Plan Reviewer	4	15
	Engineer, Communications II	1	14
	Adm., Communications Div.	1	17
	Chf., Telecommunications Bur.	1	15
	Supvr., Comm. Engineering Sect.	1	15
	Engineer, Civil III	31	14
	Engineer, Civil IV	19	15
	Engineer, Civil V	20	16
	Civil Engr. Mgr. I	10	17
	Civil Engr. Mgr. II	17	18
	Supvr., Chem. & Bituminous Sect.	1	16
	Chf., Subdivision Bur.	1	17
	Engr., Environmental II	4	14
	Engr., Environmental III	10	15
	Engr., Environmental IV	6	16
	Engr., Mechanical II	2	14
	Engr., Mechanical III	1	15
	Asst. Adm., Water Res. Div.	1	16
	Chf., Water Science Bur.	1	17
	Chf., Cartography Bur.	1	14
	Supvr., Special Studies Sect.	1	14
	Chf., Design & Dev. Bur.	1	17
	Engr., Traffic II	10	14
	Engineering Ofcr. I	11	14
	Engineering Ofcr. II	2	15
	Supvr., Contract Plans Sect.	1	16

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 17*** (cont.)	Asst. Supvr., Contract Plans Sect.	1	15
	Engr., Traffic III	1	15
	Chf., Occupational Health Bur.	1	18
	Chf., Hardrock Mining Reclam.	1	15
	Supvr., Urban Transp. Sect.	1	15
	Asst. Chf., Planning & Res. Bur.	1	16
	Mgr., Research Program	1	14
	Career Exec. Assignment	4	18
	Career Exec. Assignment	3	19
	Career Exec. Assignment	2	20
	Career Exec. Assignment	1	21
	Career Exec. Assignment	1	22
	Total for Group:	184	15**
Group No. 18***	Supvr., Systems & Prog. Sect.	1	17
	Programmer/Analyst II	19	14
	Programmer/Analyst III	26	15
	Systems Analyst	16	16
	Data Mgmt. Specialist	1	15
	Chf., Consulting Services Bur.	1	17
	Chf., Data Proc. Bur. Hwys.	1	18
	Asst. Adm., Data Proc. Div.	1	17
	Computer Programmer III	7	14
	Chf., Traffic Records Bur.	1	16
	Special Asst. for Mgmt. Systems	1	18
	Data Proc. Mgr. I	3	15
	Data Proc. Mgr. II	5	16

CRITICAL CLASSES

	Classification	Approx. FTE *	Grade
Group No. 18*** (cont.)	Data Proc. Mgr. III	8	17
	Chf., Tech. Services Bur.	1	18
	Chf., Data Base Mgmt. Bur.	1	18
	Software Specialist I	2	14
	Software Specialist II	2	15
	Software Specialist III	5	16
	Supervisory Software Spec.	2	17
	Career Exec. Assignment	2	18
	Career Exec. Assignment	1	19
	Career Exec. Assignment	1	20
	Total for Group:	108	15**

University System employees are not included.

* Average grade for group

** Inclusion of this group is based on salary comparisons made prior to the 4 - step pay exception granted to data processing professionals and engineers.

ESTIMATED COST OF VARIOUS PAY PLAN PROPOSALS

	Full Step	3/4 Step	1/2 Step
OPTION A			
1. 1982 = $600, .06% 1983 = $650, .06%	$54,468.0	$52,789.0	$49,566.0
2. 1982 = $550, .07% 1983 = $600, .07%	57,601.0	55,297.0	52,415.0
OPTION B			
1. Same as 1 above (except give 1% to grade 15-19)	$55,218.0	$53,009.0	$50,248.0
1b. 1 1/2%	55,593.0	53,369.0	50,589.0
2a. 1% (same as 2 above)	58,351.0	56,016.0	53,099.0
1 1/2%	58,726.0	56,376.0	53,441.0
OPTION C			
1. 12% - 12%	$57,142.0	$54,856.0	$52,000.0
2. 12% - 10%	54,200.0	52,032.0	49,322.0
3. 12% - 8%	51,253.0	49,202.0	46,640.0
4. 11% - 11%	52,897.0	50,781.0	48,136.0

RED:jt:el

PAY PLAN OPTIONS WITH PERCENTAGES AND FLAT DOLLARS
4/2/81

Calculation for Option A-1

		Fiscal 1982	Fiscal 1983
1981	Salary without Insurance	$12,875	$14,533
	Increase 6 Percent	1.06	1.06
		$13,648	$15,405
	Add	600	650
		$14,248	$16,055
	Step	1.02	1.02
		$14,553	$16,376
	Additional Insurance	120	240
		$14,653	$16,616
	Percent Raise	13.8	13.4
	Percent Raise Above Fiscal 1981		29.1

Calculation for Option A-2

		Fiscal 1982	Fiscal 1983
1981	Salary Without Insurance	$12,875	$14,613
	Increase 7 Percent	1.07	1.07
		$13,776	$15,636
	Add	550	600
		$14,326	$16,236
	Step	1.02	1.02
		$14,613	$16,561
	Additional Insurance	120	240
		$14,733	$16,801
	Percent Raise	14.4	14.0
	Percent Raise Above Fiscal 1981		30.5

RED:jt:e2

PAY PLAN OPTIONS WITH PERCENTAGES AND FLAT DOLLARS
4/2/81

Calculation for Option A-3

	Fiscal 1982	Fiscal 1983
1981 Salary without Insurance	$12,875	$14,329
Increase 6 Percent	1.06	1.06
	$13,648	$15,189
Add	400	450
	$14,048	$15,639
Step	1.02	1.02
	$14,329	$15,952
Additional Insurance	120	240
	$14,449	$16,192
Percent Raise	12.2	12.1
Percent Raise Above Fiscal 1981		25.8

RED:jt:e3

COMPARISON OF PERCENTAGE RAISES BETWEEN THE EXECUTIVE PROPOSAL AND OPTIONS FOR FISCAL 1982

Grade	Executive	Option A-1	Above(Below) Executive	Exec. Salary	Option Salary	Above(Below) Executive
6	14.4	14.8	0.4	$10,666	$10,710	44
10	12.5	13.1	0.6	14,452	14,533	81
14	11.0	11.7	0.7	20,121	20,257	136
18	10.9	10.7	(0.2)	28,392	28,342	(50)
B Add 1%						
18	10.9	11.7	.8	28,392	28,603	211

Grade	Executive	Option A-1	Above(Below) Executive	Exec. Salary	Option Salary	Above(Below) Executive
6	14.4	15.3	0.9	$10,666	$10,755	89
10	12.5	13.7	1.20	14,452	14,613	161
14	11.0	12.4	1.40	20,121	20,391	270
18	10.9	11.5	.60	28,392	28,552	160
B Add 1%						
18	10.9	12.5	1.60	28,392	28,814	422

Grade	Executive	Option A-1	Above(Below) Executive	Exec. Salary	Option Salary	Above(Below) Executive
6	14.4	12.8	(1.6)	$10,666	$10,506	(160)
10	12.5	12.2	(0.3)	14,452	14,329	(123)
14	11.0	10.6	(0.4)	20,121	20,053	(68)
18	10.9	9.9	(1.0)	28,392	28,138	(254)
B Add 1%						
18	10.9	10.9	0.0	28,392	28,399	7

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PAY PLAN OPTION PERCENTAGE INCREASE
PLUS INSURANCE

Option	Calculation
C-1	1981 Salary without Insurance X 12% plus $120 Insurance = Fiscal 1982. Fiscal 1982 Salary without Insurance X 12% plus $240 Insurance = Fiscal 1983
C-2,3	Lower the percentage in fiscal 1983.
C-4	Use 11% rather than 12% each year.

RED:jt:e5

COMPARISON OF PERCENTAGE RAISES BETWEEN THE
EXECUTIVE PROPOSAL AND OPTIONS FOR THE 1983 BIENNIUM

Grade	Executive	12-12 Option C-1	Above(Below) Executive
6	30.43	26.18	(4.25)
10	26.34	26.18	(0.16)
14	23.08	26.18	3.10
18	22.93	26.18	3.25

Grade	Executive	12-10 Option C-2	Above(Below) Executive
6	30.43	23.74	(6.69)
10	26.34	23.74	(2.60)
14	23.08	23.74	0.66
18	22.93	23.74	0.81

Grade	Executive	12-8 Option C-3	Above(Below) Executive
6	30.43	21.62	(8.81)
10	26.34	21.62	(4.72)
14	23.08	21.62	(1.46)
18	22.93	21.62	(1.31)

Grade	Executive	11-11 Option C-4	Above(Below) Executive
6	30.43	23.75	(6.68)
10	26.34	23.75	(2.59)
14	23.08	23.75	0.67
18	22.93	23.75	0.82

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SELECT COMMITTEE ON THE PAY PLAN
April 6, 1981

The Select Committee on the Pay Plan convened at 8:45 p.m. on April 6, 1981, in Room 104 of the State Capitol, with Chairman Sivertsenpresiding and all members present. Present also were Judy Rippingale and Dick Dodge, Fiscal Analyst Office, and Lois Menzies, Legislative Council.

Chairman Sivertsen opened the meeting to a consideration of House Bill 840.

HOUSE BILL 840 - Senator Van Valkenberg moved DO PASS on HB 840 for the purpose of discussion. He then moved that the committee approve the four matrices that deal with the pay plan. He said there are several reasons why we should approve the matrices. First, they are by and large negotiated settlements. He said in the 1979 session we gave directions to the administration to go out and attempt to enter into collective bargaining agreements subject to legislative approval. He said we ought to fund and support these settlements when they are in good faith and within reason. We should follow what we think the inflation rate is tied to. Another important point is that we have severely underestimated inflation in the past years in terms of funding pay increases. To some extent with these new matrices we can say we are making up for past errors in respect to keeping our employees even. We are not giving anything beyond cost of living increases but not putting them further behind. We will avoid the serious problems that may ensue if we don't approve these negotiations. Finally, there is sufficient money in the budget to adequately fund these settlements. Senator Van Valkenberg said he was willing to go along with removing the grade appeal and reducing the shift differential as a tradeoff to having the matrices approved.

Rep. Bardanouve asked if Senator Van Valkenberg's motion included shift differential or incentives and the answer was no.

Chairman Sivertsen questioned that $54 million would be needed. Senator Van Valkenberg asked if he could refer to the budget office on the funding of the matrices.

TROY McGEE, Governor's Office, said the funding in HB 840 was a gross estimate so they could get the bill in and is not the latest estimate. The figures do not include the most recent action of the House Appropriation Committee or the Senate. The estimates were good for March 24 to 27. He said some of the parameters of a 12/12 pay increase are that it is funded at 11%. In the past two percent has been allowed for the step increase but not fully funded. He said everyone will agree you do not have to fund the steps fully but it has been found that you don't get by without funding some. He said arbitrarily they have elected to go with a 1/2 step. He said things have taken place that will reduce the general fund figure somewhat. He said they have calculated $53 million for the executive budget and $1 million for the legislative agencies.

Rep. Bardanouve asked what action taking place lately has reduced the figures. There is bound to be some positions added.

Mr. McGee said the legislature has moved programs shifting them from the general fund to resource indemnity funds and this reduces the general fund requirement. The cost will be there but in other funds.

Rep. Story asked how many employees are under the negotiated settlement. Mr. McGee said 5,600 in the executive branch which is over half.

Rep. Story said he hadn't seen the negotiated settlement. He asked if it called for an average of 12 and 12 for certain groups. Mr. McGee said the negotiated settlement is a varied percentage throughout the various grades. In some of the lower grades it is 15 to 20% and in some of the higher grades it is not 12. The 12% is a base estimate of an average salary increase for all state employees.

Senator Himsl expressed concern that the increases are big and we are looking at millions of dollars. He said he had some trouble going along with this. He said he didn't know if it was a numbers game or if we are on something sound.

Senator Van Valkenberg said he knew there were a lot of bills asking to be funded but he said in dealing with our employees we ought to put that need on a little higher priority. He said we ought to do the right thing with respect to the pay increase and worry about balancing the budget after.

The question was called and Senator Van Valkenberg's motion to adopt the matrices failed with four voting yes (Bardanouve, Holliday, Stimatz, Van Valkenberg) and six no.

Rep. Iverson moved the adoption of a proposed semi-annual plan that would give an 8/5/5/5% increase over the next biennium. How this would affect an employee that is Grade 10, step 5 is outlined in EXHIBIT 1 of the minutes. Rep. Iverson's motion included a $500 bonus for all state executive employees which would be given at the start of the year.

Rep. Bardanouve asked how the base would compare at the end of the biennium to the other plan. Rep. Sivertsen said the base will be nearly or slightly less than what it would be under the 12 and 12. Rep. Bardanouve said the lower cost to the general fund is because the pay increases don't come quite as rapidly - at 6 month periods rather than the beginning of the year. Rep. Sivertsen said the employees would start out with the same base as the 12 and 12 by putting some money up front plus the 8% the first half.

Dick Dodge responded to a question that those in the lower grades would not be as well off under this proposal. They will just get what you see. Those in the upper grades will do better.

Rep. Bardanouve mentioned since the upper grades have a bigger base the increases would compound more than those with a smaller base.

Rep. Sivertsen said the $500 would be straight across the board for everyone and the insurance also.

Mr. Dodge said the base general fund cost number includes the insurance but the other numbers on the individual salary does not. $720 would need to be added. We have to fund insurance but it is not something that is take home.

Rep. Bardanouve asked if this would include the 2% step increase. Rep. Sivertsen said yes.

Rep. Bardanouve asked concerning the other alternatives listed in EXHIBIT 1. Rep. Sivertsen said the difference on the base for the second plan is about 2 million.

The question was called on adopting Rep. Iverson's motion and the motion carried with 7 voting yes and 3 no (Bardanouve, Stimatz, and Van Valkenberg).

Amendments to incorporate the above accepted motion into HB 840 was passed to the committee members (EXHIBIT 2).

Rep. Fagg moved the amendments. Ms. Rippingale discussed them. Senator Van Valkenberg asked who had requested the amendments be prepared. Rep. Sivertsen said he had requested Ms. Rippingale to go through the bill and get it in line with the proposal. Senator Van Valkenberg asked if amendments had been prepared also for the other proposals and Ms. Rippingale said yes they had been prepared for all the options.

Senator Dover asked who is eligible for the $500 - suppose a worker had just started or was parttime. Rep. Sivertsen said a halftime worker would get half the up front money. Ms. Rippingale said they would have had to have worked the probationary period to get the up front money. The Office of Budget Planning would get the rest of the money. The university system is separated out.

Senator Dover asked if they would use the same formula for all the needed matrices. Rep. Sivertsen said that is the intent.

Senator Van Valkenberg asked that no. 17 of EXHIBIT 2 be separated out from the other amendments.

Chairman Sivertsen called for a voice vote on the amendments with the exception of no. 17 of those amendments. The motion carried with Senators Stimatz and Van Valkenberg voting no. Rep. Bardanouve said he voted for the amendments as they only make the former motion that carried work.

Senator Van Valkenberg said amendment no. 17 would buy another strike on our university campuses. He felt it would be foolish to put this language back into the bill. He said to close the disparity it would be better to gradually raise the institutional blue collars up. He said these people have established a certain standard of living and to ask them to take less than we are giving the other state employees is asking them for the impossible in terms of their competition in down town. We should give the university the right to make settlements like other employees.

Representative Bardanouve said he disagreed with the able Senator. He said it bugs him that a plumber is of less worth in an institution than a plumber at a university. He said the work is identical. He said it is against the whole pay concept of equal pay for equal work. He said the university has the richest budget they have ever had so the differential could increase.

Senator Van Valkenberg said the practical side of this is that adopting the amendment could bring on another strike on the university campuses. He said we may have made the mistake of letting the disparity get there but the way to solve it is not to bring somebody else down. He asked them to look at it from the realistic side.

Senator Dover asked what the difference is between the two. Would the employee get a raise that is comparable to the executive branch? Would his pay actually be reduced?

Senator Van Valkenberg said he was sure it would be increased. The language in the bill would require the percentage difference to be narrowed. In order to narrow the percentage differential he would have to take less than the 8/5/5/5. He said the university plumbers are making less than those working out of city hall. Rep. Bardanouve asked how the institutional plumbers fared. LeRoy Schramm, Dept. of Administration, said generally our schedules are quite a bit lower than the downtown rate.

Senator Van Valkenberg asked if Joe Sicotte, University System, could speak to the effects of adopting these amendments.

Joe Sicotte said he sits at the bargaining table with the crafts. He said he agrees with Senator Van Valkenberg that it would be difficult to give the 100 employees affected less than the 10,000 other employees. He said there are some differences between the university and the institutional craft workers. The institutional crafts work 7 1/2 hours a day and receive a free lunch and their craft workers work an 8 hour day and no free lunch. He said they have been bargaining with these unions for ten years or more. He said the disparity has been closed a

small amount in the last biennium for four craft unions.

Rep. Bardanouve asked if we could write in an amendment to somewhat control this area of crafts. Not a reduction in pay. He said he would be willing to let them continue but not to increase the disparity. He said sooner or later we could have problems with an institution strike if this is allowed to continue.

Mr. Sicotte felt some language could be worked out.

Ms. Rippingale suggested the following language on page 21, line 20 "the Board of Regents seek wage settlements that do not increase the current wage disparity between employees in the university system and the employees in the executive branch." She said this is to keep the wage disparity from getting any greater than it is.

Rep. Fagg moved this amendment. The motion carried unanimously.

Senator Van Valkenberg said he would like to point out that in adopting these amendments we are striking the money from shift differentials and from critical class adjustments. In doing so we are taking virtually all the other dollars that might have been available to state employees out of the bill, and as a consequence we ought to amend out this business of not letting them seek grade appeals. He moved that on page 4, line 15 through 17, to reinsert the stricken language. This would permit employees to appeal grade assignments.

Rep. Bardanouve said this puts him in a difficult situation - makes him appear antilabor. He said like Senator Van Valkenberg he felt with the original bill and more money in it for labor, they could give us this grade appeal. However, he finds it more difficult now that we are not giving the full amount of money. But, he said, this grade appeal does give us some problems. We appropriate a level of money and come back to find there has been upgrades through the appeal process and we are behind because of needed supplementals. He said this is difficult for him. The question was called and the motion failed with four voting yes (Holliday, Stimatz, Story and Van Valkenberg) and six no.

Senator Van Valkenberg moved Nadiean Jensen's amendment to clarify the definition of temporary employees. This is on page 22, line 20, following "months" to insert "or whose temporary status is defined through collective bargaining". This motion carried unanimously.

Senator Van Valkenberg moved the technical amendment that still applies which is on page 4, line 24, to strike "[the effective date of this section] and reinsert "April 26, 1977". This motion carried unanimously.

Rep. Fagg moved the bill AS AMENDED DO PASS. The motion carried with three voting no (Bardanouve, Stimatz, Van Valkenberg) and seven voting yes.

HOUSE BILL 371 - Senator Dover moved to TABLE the bill. The motion carried with Senators Stimatz and Van Valkenberg voting no.

Chairman Sivertsen reminded the people present in the room that the bill still has a long ways to go. Rep. Bardanouve added that this is not necessarily the finished product.

Meeting adjourned at 10:30 p.m.

Respectfully submitted,

BOB SIVERTSEN, CHAIRMAN

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TABLE 1
PROPOSED SEMI-ANNUAL AND ANNUAL PAY COSTS

Option	Grade 10, Step 5 Salary 6/30/81	Salary 6/30/83	---Increase---- Amount	Percent	Added Take Home (Before Taxes) Retirement)	Estimated General Fund Cost (Fully Funded)
A. Semi-Annual Pay Increases						
1. 8%-5%-5%-5%	$12,875	$16,096	$3,221	25.0	$4,216	$46,694,000
2. 8%-4%-8%-4%	12,875	16,243	3,368	26.2	4,364	48,240,000
3. 8%-4%-4%-4%	12,875	15,641	2,766	21.5	3,774	42,567,000
4. 6%-5%-7%-5%	12,875	16,099	3,244	25.0	3,955	43,847,000
5. 6%-5%-5%-5%	12,875	15,798	2,923	22.7	3,661	41,226,202
6. 6%-4%-4%-4%	12,875	15,352	2,477	19.2	3,227	36,843,000
7. 4%-8%-4%-8%	12,875	16,243	3,368	26.2	3,816	42,392,000
B. Annual Pay Increases						
1. 12%-12%	$12,875	$16,150	$3,275	25.4	$4,820	$57,142,000
2. 12%-10%	1,2875	15,862	2,987	23.2	4,532	54,200,000
3. 11%-11%	12,875	15,863	2,988	23.2	4,405	52,897,000

TABLE 2
The Cost of Cash Bonuses
One Time Award
7/1/81 or 7/1/82

Award	General Fund Cost
$300	$2,134,000
400	2,846,000
500	3,557,000
600	4,268,000

RED:jn:f

Ex. 2

AMENDMENTS TO HB 840

1. Title, line 12,
Following: "PROVIDING"
Strike: "AN IMMEDIATE"

2. Title, line 13,
Strike: "DATE"
Insert: "DATES"

3. Page 10, line 21 through line 18 on page 12,
Strike: Section 5 in its entirety.
Renumber: subsequent sections

4. Page 12,
Following: line 20,
Insert: "The department of administration shall amend section 2-18-311, MCA to accomodate: an eight percent raise on July 12, 1982; a five percent raise the first full pay period in January 1982; and five percent raise for the first full pay period in July 1982; and a five percent pay raise for the first full pay period in January 1983. These raises include a two percent step increase each year.

5. Page 13,
Reinsert: all stricken language,

6. Page 14,
Strike: all inserted language

7. Page 15,
Following: line 2,
Reinsert: all stricken language

8. Page 16,
Strike: all inserted language

9. Page 17,
Following: line 5,
Reinsert: stricken language on lines 6 through 15

10. Page 17, line 16 through line 1 on page 17,
Strike: line 16 through line 1 on page 17

11. Page 18,
Following: line 4,
Reinsert: stricken language on lines 5 through 15

12. Page 18, line 16 through line 1 on page 19,
Strike: line 16 through line 1 on page 19

13. Page 19, lines 6 through 13 in "$/Hour" column
Strike: underlined figures in "$/Hour" column
Reinsert: non-underlined stricken figures in "$/Hour" column

14. Page 19, lines 17 through 24 "$/Hour" column
Strike: underlined figures in "$/Hour" column
Reinsert: non-underlined stricken figures in "$/Hour" column

15. Page 20, lines 4 through 16 in "$/Hour" column
Strike: underlined figures in "$/Hour" column
Reinsert: non-underlined stricken figures in "$/Hour" column

16. Page 20, line 20 through line 7 on page 21 in "$/Hour" column
Strike: underlined figures in "$/Hour" column
Reinsert: non-underlined stricken figures in "$/Hour" column

17. Page 21,
Following: line 14,
Reinsert: lines 15 through 22 (stricken language)

18. Page 21,
Following: line 22,
Insert: "Section 11. Each full-time equivalent employee who has been continuously on the state payroll from the pay period ending January 10 to the pay period ending July 11 shall receive $500 extra compensation in July 1981. Part-time employees shall receive a percentage of the $500 award. This percentage shall be equal to the FTE percentage the employees position was on the payroll period ending June 27, 1981.

19. Page 25, line 13 through line 20 on page 30,
Following: line 12,
Strike: line 13 through line 20 on page 30
Insert:

Legislative Auditor	XX	XX	XX	XX
Legislative Fiscal Analsyt	XX	XX	XX	XX
Legislative Council	XX	XX	XX	XX
Environmental Quality Council	XX	XX	XX	XX
Office of Budget and Program Planning	XX	XX	XX	XX

Funds appropriated to the office of budget and program planning for fiscal 1982 and fiscal 1983 are to carryout the provisions of this act as it pertains to executive branch agencies. The office of budget and program planning is authorized to increase the expenditure authority of executive branch agencies not including vocational-technical centers and community colleges

for fiscal 1982 and 1983 for the general fund appropriated above and from funds other than general fund which accrue under provision of law to the respective agencies to carryout the provisions of this act.

Renumber: subsequent subsections and sections

20. Page 31, line 13,
Following: "approval."
Insert: "All other sections are effective July 12, 1981."

JR:jt:j

161

47th LEGISLATIVE SESSION

COMMITTEE ON FINANCE & CLAIMS

SENATE BILL NO.	ENTERED COMM.	DATE CONSIDERED	OUT OF COMM.	DO PASS DATE	DO NOT PASS DATE	DO PASS AS AMEND. DATE	BE CONCURRED IN DATE	BE CONC. IN AS AMENDED DATE	BE NOT CONCURRED IN DATE
88	1/9/81	2/3	2/4	2/4	INTEREST STATEMENT INC.				
118	1/14	2/4	2/4	2/4					
124	1/14	2/4	2/4	2/4					
180	1/20	2/9	2/9		2/9				
234	1/23	2/6	2/9		2/9				
257	2/7	2/12	2/12			2/12			
300	1/28	2/10-11-20	2/20			2/20			
330	1/30	2/6	2/9			2/9			
* 371	2/9	Select Comm							
373	2/5	2/10-11	2/20		2/20				
377	2/6	2/12	2/19	2/19					
415	2/10	2/14	2/17			2/17			
436	2/11	2/14	2/14			2/14			
443	2/12	2/17	2/19		2/19				
448	2/12	2/17	2/17	2/17					
449	2/12	2/18	2/19	2/19					

Use a separate sheet for Senate, House Bills, and Resolutions.

47th LEGISLATIVE SESSION

COMMITTEE ON Finance and Claims

HOUSE BILL NO.	ENTERED COMM.	DATE CONSIDERED	OUT OF COMM.	DO PASS DATE	DO NOT PASS DATE	DO PASS AS AMEND. DATE	BE CONCURRED IN DATE	BE CONC. IN AS AMENDED DATE	BE NOT CONCURRED IN DATE
469	4/8	4/11	4/11				4/11		
478	4/16	4/20	4/20				4/20		
482	2/12	2/17	2/17				2/17		
500	3/18	3/23-4/2	4/2					4/2	
519	2/12	2/17	1/17				2/17		
542	4/3	4/7	4/7					4/7	
560	4/1	4/4	4/4				4/4		
563	4/17	4/20	4/20				4/20		
568	4/3	4/11	4/11				4/11		
601	4/6	4/9	4/10				4/10		
603	4/16	4/20	4/20				4/20		
610	2/21	3/12	3/12					3/12	
611	2/21	3/12	3/12					3/12	
617	3/18	4/3	4/4				4/4		
620	4/8	4/13	4/13				4/13		
620	Statement of Intent						4/13		

Use a separate sheet for Senate, House Bills, and Resolutions.

47th LEGISLATIVE SESSION

COMMITTEE ON Finance and Claims

HOUSE BILL NO.	ENTERED COMM.	DATE CONSIDERED	OUT OF COMM.	DO PASS DATE	DO NOT PASS DATE	DO PASS AS AMEND. DATE	BE CONCURRED IN DATE	BE CONC. IN AS AMENDED DATE	BE NOT CONCURRED IN DATE
639	3/3	3/7	3/7				3/7		
653	3/12	3/31	4/17					4/17	
655	3/20	4/1	4/1				4/1		
664	3/3	3/18	4/3						4/3
666	4/17	4/21	4/22				4/22		
674	4/8	4/14	4/14				4/14		
675	3/25	4/3	4/7				4/7		
676	4/8	4/14	4/15					4/15	
677	3/3	3/7	3/7				3/7		
696	3/3	3/7	3/7				3/7		
709	4/8	4/15	4/15					4/15	
727	3/4	3/17	3/27						3/27
751	3/3	3/0-10	3/10						3/10
767	4/8	4/20	4/20	TABLED 4/20					
776	3/16	4/3	4/7						4/7
300	4/6	4/8	4/8				4/8		

Use a separate sheet for Senate, House Bills, and Resolutions.

47th LEGISLATIVE SESSION

COMMITTEE ON Finance and Claims

HOUSE BILL NO.	ENTERED COMM.	DATE CONSIDERED	OUT OF COMM.	DO PASS DATE	DO NOT PASS DATE	DO PASS AS AMEND. DATE	BE CONCURRED IN DATE	BE CONC. IN AS AMENDED DATE	BE NOT CONCURRED IN DATE
801	4/6	4/8	4/8					4/8	
808	3/3	3/9-10	3/10						3/10
810	4/8	4/13	4/14					4/14	
811	3/3	3/12-14	3/14					3/14	
8/12	3/3	3/12-14	3/14				3/14		
827	4/8	4/10	4/10				4/10		
828	4/8	4/13	4/14				4/14		
832	4/6	4/8	4/8					4/8	
833	3/12	3/18	3/18				3/18		
837	4/1	4/3	4/3				4/3		
838	4/8	4/10	4/10					4/10	
840	4/13	4/16	4/16				4/16		
841	4/16	4/20	4/20				4/20		
846	4/8	4/13	4/15				4/15		
347	4/16	4/20	4/20				4/20		
351	4/8	4/14	4/14				4/14		

Use a separate sheet for Senate, House Bills, and Resolutions.

HOUSE BILL NO. 840

INTRODUCED BY BARDANOUVE, VAN VALKENBURG

BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS, REVISE THE CLASSIFICATION APPEALS PROCEDURES, AND PROVIDE PAY SCHEDULES FOR FISCAL YEARS 1982 AND 1983; APPROPRIATING FUNDS THEREFOR; APPROPRIATING FUNDS FOR A PERSONNEL AND LABOR RELATIONS STUDY; AMENDING SECTIONS 2-18-101, 2-18-203, 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-701 THROUGH 2-18-703, MCA; AND PROVIDING ~~AN IMMEDIATE~~ EFFECTIVE ~~DATE~~ DATES."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 2-18-101, MCA, is amended to read:

"2-18-101. Definitions. As used in parts 1 through 3 and part 10 of this chapter, the following definitions apply:

(1) "Agency" means a department, board, commission, office, bureau, institution, or unit of state government recognized in the state budget.

(2) "Board" means the board of personnel appeals established in 2-15-1705.

(3) "Class" means one or more positions substantially similar with respect to the kind or nature of duties performed, responsibility assumed, and level of difficulty so that the same descriptive title may be used to designate each position allocated to the class, similar qualifications may be required of persons appointed to the positions in the class, and the same pay rate or pay grade may be applied with equity.

(4) "Class specification" means a written descriptive statement of the duties and responsibilities characteristic of a class of positions and includes the education, experience, knowledge, skills, abilities, and qualifications necessary to perform the work of the class.

~~(2)~~(5) "Compensation" means the annual or hourly wage or salary and includes the state contribution to group benefits under provisions of 2-18-703.

~~(3)~~(6) "Department" means the department of administration created in 2-15-1001.

~~(4)~~(7) Except in 2-18-306, "employee" means any state employee other than an employee excepted under 2-18-103 or 2-18-104 from the statewide classification system.

(8) "Grade" means the number assigned to a pay range within a pay schedule in part 3 of this chapter.

~~(5)~~(9) "Permanent position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206 and approved as such in the

THIRD READING

biennium budget.

~~(6)~~(10) "Permanent status" means the state an employee attains after satisfactorily completing an appropriate probationary period in a permanent position.

~~(7)~~(11) "Personal staff" means those positions occupied by employees appointed by the elected officials enumerated in Article VI, section 1, of the Montana constitution or by the public service commission as a whole.

~~(8)~~(12) "Position" means a collection of duties and responsibilities currently assigned or delegated by competent authority, requiring the full-time, part-time, or intermittent employment of one person.

~~(9)~~(13) "Program" means a combination of planned efforts to provide a service.

~~(10)~~(14) "Seasonal position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206 and which is a permanent position but which is interrupted by the seasonal nature of the position.

~~(11)~~(15) "Temporary position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206, created for a definite period of time not to exceed 9 months."

Section 2. Section 2-18-203, MCA, is amended to read:

"2-18-203. Review of positions -- change in

classification. (1) The department shall continuously review all positions on a regular basis and adjust classifications to reflect significant changes in duties and responsibilities. In the event adjustments are to be made to the classification specifications or criteria utilized for allocating positions in the classification specifications affecting employees within a bargaining unit, the department shall consult with the representative of the bargaining unit prior to implementation of the adjustments, except for blue collar, teachers, and liquor store clerks classification plans, which shall remain mandatory negotiable items under the Collective Bargaining Act.

(2) Employees and employee organizations will be given the opportunity to appeal ~~any changes in classifications or positions~~ the allocation or reallocation of a position to a class. The grade assigned to a class is not an appealable subject under 2-18-1011 through 2-18-1013.

(3) The period of time for which retroactive pay for a classification ~~or position~~ appeal may be awarded under parts 1 through 3 of this chapter or under 2-18-1011 through 2-18-1013 may not extend beyond 30 days prior to the date the appeal was filed. This provision shall not affect a classification or position appeal already in process on ~~April 26, 1977 [the effective date of this section]~~ APRIL 26, 1977."

Section 3. Section 2-18-301, MCA, is amended to read:

"2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide the compensation necessary to attract and retain competent and qualified employees in order to perform the services the state is required to provide to its citizens.

(2) It is the intent of the legislature that, for the biennium ending June 30, ~~1981~~ 1983, the:

(a) pay schedules provided for in 2-18-311 through 2-18-315 supersede any other plan or systems established through collective bargaining after the adjournment of the ~~46th~~ 47th legislature;

(b) pay levels provided for in 2-18-311 through 2-18-315 may not be increased through collective bargaining after adjournment of the ~~46th~~ 47th legislature; and

(c) total funds required to implement the pay schedules provided for in 2-18-311 through 2-18-315 for any employee group or bargaining unit may not be increased through collective bargaining over the amount appropriated by the ~~46th~~ 47th legislature.

(3) The department shall administer the pay program established by the legislature on the basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

(4) The department may promulgate rules not

inconsistent with the provisions of this part, collective bargaining statutes, or negotiated contracts to carry out the purposes of this part."

Section 4. Section 2-18-303, MCA, is amended to read:

"2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-311 and 2-18-312 shall be implemented as follows:

(a) The pay ~~schedule~~ SCHEDULES provided in 2-18-311 ~~indicates~~ INDICATE the annual compensation for the fiscal year ending June 30, ~~1980~~ 1982, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(b) The pay ~~schedule~~ SCHEDULES provided in 2-18-312 ~~indicates~~ INDICATE the annual compensation for the fiscal year ending June 30, ~~1981~~ 1983, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(c) Each new employee shall advance from step 1 to step 2 of a grade after successfully completing 6 months of probationary service. The anniversary date of an employee shall be established at the end of the probationary period in accordance with rules promulgated by the department.

(d) (i) The compensation of each employee on the first day of the first pay period in fiscal year ~~1980~~ 1982 shall be that amount which corresponds to the grade and step

occupied on the last day of the preceding fiscal year of ~~1979~~ 1981.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1981~~ 1983 shall be that amount which corresponds to the grade and step occupied on the last day of the fiscal year ~~1980~~ 1982.

(iii) In compliance with rules adopted to implement this part, each employee is eligible on his anniversary date to advance one step in the pay matrix each fiscal year. However, if the employee's anniversary date falls between (inclusive) July 1 and the first day of the first pay period of fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be, he will advance one step on the first day of that pay period.

(2) The pay schedules provided in 2-18-311 and 2-18-312 and the provisions of subsection (1) of this section do not apply to those institutional teachers, liquor store occupations, or blue-collar occupations compensated under the pay schedules provided in 2-18-313, 2-18-314, or 2-18-315.

(3) The pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 shall be implemented as follows:

(a) (i) The pay schedules provided in 2-18-313 indicate the annual compensation for the contracted school term for teachers employed by institutions under the

authority of the department of institutions for fiscal years ~~1980~~ 1982 and ~~1981~~ 1983.

(ii) The compensation of each teacher on the first day of the first pay period in July, ~~1980~~ 1981, shall be that amount which corresponds to his level of academic achievement and the next highest ~~grade~~ step from that occupied on June 30, ~~1979~~ 1981.

(iii) The compensation of each teacher on the first day of the first pay period in July, ~~1981~~ 1982, shall be that amount which corresponds to his level of achievement and the next highest ~~grade~~ step from that occupied on June 30, ~~1980~~ 1982.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for those employees in liquor store occupations who have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be, shall be that amount which corresponds to that grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for

employees in apprentice trades and crafts and other blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be, shall be that amount which corresponds to that grade occupied on the last day of the preceding fiscal year.

(4) (a) (i) No member of a bargaining unit may receive the amounts indicated in the respective pay schedules provided in 2-18-311~~, 2-18-312, or 2-18-313, 2-18-314, or~~ through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, ~~1981~~ 1983.

(ii) In the event that negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July 1, ~~1979~~ 1981, retroactivity to that date may be negotiated.

(iii) In the event that negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) of this section are not

completed by July 1, ~~1979~~ 1981, members of the bargaining unit involved will continue to receive the compensation they were receiving as of June 30, ~~1979~~ 1981.

(b) Methods of administration not inconsistent with the purpose of this part and necessary to properly implement the pay schedules provided in 2-18-313~~, 2-18-314, or~~ through 2-18-315 may be provided for in collective bargaining agreements.

(5) The current wage or salary of an employee shall not be reduced by the implementation of the pay schedules provided for in 2-18-311~~, 2-18-312, or, 2-18-313, 2-18-314, or~~ through 2-18-315.

(6) The department may authorize a separate pay schedule for medical doctors if the rates provided in 2-18-311 and 2-18-312 are not sufficient to attract and retain fully licensed and qualified physicians at the state institutions.

(7) The department may develop ~~a--program~~ programs which will enable the department to mitigate problems associated with difficult recruitment, retention, transfer, or other exceptional circumstances. Insofar as the program may apply to employees within a collective bargaining unit, it shall be a negotiable subject under 39-31-305."

~~NEW SECTION. Section 5. Management and senior professional service employee self-development. (1) The~~

~~department shall develop a program that is designed to increase the professional skills of employees in management and senior professional positions classified according to the provisions of part 2 of this chapter. The program must be directed to:~~

~~(a) identifying, retaining, and attracting highly qualified and motivated employees in managerial and senior professional occupations;~~

~~(b) providing outstanding employees a broad opportunity for career growth; and~~

~~(c) providing for the mobility of such employees among agencies whenever this would be to the advantage of the state and would make the most beneficial use of an individual's managerial and professional skills.~~

~~(2) Employees in positions classified as management under part 2 of this chapter are excluded from bargaining units established under the provisions of Title 39.~~

~~(3) In assigning salary grades to management and senior professional classes, the department shall use an objective classification methodology that takes into consideration the nature of work, the level of responsibility, and accountability of positions.~~

~~(4) All salary increases within salary grades or promotions or demotions for employees in management or senior professional positions must be according to a~~

~~uniform, objective, result-oriented, performance evaluation program established by the department. The department shall adopt pay rules related to job performance that govern the amount and timing of the step increases. Each agency head shall ensure that each employee in a management or senior professional position is evaluated and counseled at least once a year on work performance. The total number of the step increases granted for all management and senior professional employees may not exceed the total number of the step increases that would be granted if the automatic step increases provided in 2-18-303 were extended to cover this group.~~

~~(5) Agency heads are responsible for planning, budgeting, and evaluating job-related training programs within their agency. Agency heads shall foster employee self-development by encouraging all employees to take advantage of opportunities for job-related training and self-study. The department shall, within the limits of its capabilities, assist agency heads in carrying out this responsibility by providing job-related training courses and self-study programs and making them available to employees.~~

Section 5. Section 2-18-311, MCA, is amended to read:

"2-18-311. Pay schedule SCHEDULES for fiscal year ~~1980~~ 1982 AND 1983 SHALL BE ADJUSTED BY THE GOVERNOR IN A MANNER WHICH WILL COST NO MORE FOR PAY RAISES THAN THE

1 APPROPRIATION CONTAINED IN THIS BILL.

Grade	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,392	6,136	6,316	6,496	6,565	6,696	6,830	6,967	7,106	7,248	7,393	7,541	7,692
2	6,313	6,629	6,762	6,897	7,035	7,176	7,320	7,466	7,615	7,767	7,922	8,080	8,242
3	6,774	7,112	7,254	7,399	7,547	7,698	7,852	8,009	8,169	8,332	8,499	8,669	8,842
4	7,274	7,638	7,791	7,947	8,106	8,268	8,433	8,602	8,774	8,949	9,128	9,311	9,497
5	7,828	8,219	8,383	8,551	8,722	8,896	9,074	9,255	9,440	9,629	9,822	10,018	10,218
6	8,433	8,855	9,032	9,213	9,397	9,585	9,777	9,973	10,172	10,375	10,583	10,795	11,011
7	9,101	9,559	9,750	9,945	10,144	10,347	10,554	10,765	10,980	11,200	11,424	11,652	11,885
8	9,829	10,320	10,526	10,737	10,952	11,171	11,394	11,622	11,854	12,091	12,333	12,580	12,832
9	10,632	11,164	11,387	11,615	11,847	12,084	12,326	12,573	12,824	13,080	13,342	13,609	13,881
10	11,513	12,089	12,331	12,578	12,830	13,087	13,349	13,616	13,888	14,166	14,449	14,738	15,033
11	12,474	13,098	13,360	13,627	13,900	14,178	14,462	14,751	15,046	15,347	15,654	15,967	16,286
12	13,541	14,218	14,502	14,792	15,088	15,390	15,698	16,012	16,332	16,659	16,992	17,332	17,679
13	14,699	15,434	15,743	16,058	16,379	16,707	17,041	17,382	17,730	18,085	18,447	18,816	19,192
14	16,043	16,845	17,181	17,525	17,876	18,234	18,599	18,970	19,350	19,737	20,132	20,535	20,946
15	17,445	18,317	18,684	19,058	19,439	19,828	20,225	20,630	21,042	21,463	21,892	22,330	22,776
16	18,993	19,942	20,341	20,748	21,163	21,586	22,019	22,459	22,908	23,366	23,834	24,310	24,796
17	20,674	21,708	22,142	22,585	23,037	23,497	23,967	24,447	24,936	25,435	25,943	26,462	26,991
18	22,525	23,652	24,125	24,607	25,100	25,602	26,115	26,638	27,170	27,714	28,269	28,834	29,411
19	24,564	25,792	26,308	26,835	27,371	27,919	28,478	29,048	29,628	30,221	30,825	31,441	31,441
20	26,787	28,127	28,690	29,264	29,849	30,445	31,055	31,676	32,309	32,955	33,614	33,614	33,614
21	29,235	30,697	31,311	31,937	32,576	33,227	33,892	34,569	35,260	35,966	35,966	35,966	35,966
22	31,920	33,516	34,186	34,869	35,567	36,278	37,004	37,744	38,499	38,499	38,499	38,499	38,499
23	34,857	36,600	37,332	38,078	38,840	39,617	40,409	41,217	41,217	41,217	41,217	41,217	41,217
24	38,086	39,990	40,790	41,606	42,438	43,287	44,153	44,153	44,153	44,153	44,153	44,153	44,153
25	41,631	43,713	44,588	45,479	46,389	47,316	47,316	47,316	47,316	47,316	47,316	47,316	47,316

NOTE:
INCLUDES INSURANCE

BEST COPY AVAILABLE

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	7,375	7,744	7,999	8,057	8,210	8,392	8,550	8,721	8,895	9,071	9,254	9,439	9,628
2	7,656	8,266	8,524	8,785	9,052	9,320	9,593	9,870	10,151	10,437	10,727	11,024	11,324
3	8,389	8,787	9,070	9,360	9,655	9,955	10,261	10,573	10,890	11,213	11,543	11,879	12,221
4	9,070	9,513	9,809	10,113	10,424	10,743	11,069	11,403	11,744	12,094	12,452	12,819	13,195
5	9,760	10,240	10,543	10,856	11,179	11,510	11,850	12,200	12,559	12,928	13,307	13,696	14,095
6	10,523	11,041	11,367	11,703	12,049	12,405	12,771	13,147	13,534	13,931	14,340	14,759	15,190
7	11,349	11,911	12,267	12,634	13,012	13,401	13,801	14,213	14,636	15,071	15,519	15,978	16,451
8	12,256	12,863	13,247	13,643	14,052	14,473	14,907	15,354	15,814	16,289	16,778	17,282	17,801
9	13,256	13,911	14,327	14,756	15,199	15,655	16,125	16,609	17,107	17,621	18,150	18,695	19,256
10	14,356	15,064	15,516	15,981	16,460	16,954	17,463	17,987	18,527	19,083	19,655	20,245	20,852
11	15,564	16,329	16,819	17,324	17,844	18,379	18,931	19,499	20,084	20,686	21,307	21,946	22,604
12	16,900	17,725	18,257	18,805	19,369	19,950	20,548	21,164	21,799	22,453	23,126	23,820	24,535
13	18,355	19,252	19,830	20,425	21,038	21,669	22,319	22,989	23,679	24,389	25,121	25,875	26,651
14	20,027	21,005	21,635	22,284	22,953	23,642	24,351	25,082	25,834	26,609	27,407	28,229	29,076
15	21,780	22,839	23,524	24,230	24,957	25,706	26,477	27,271	28,089	28,932	29,800	30,694	31,615
16	23,717	24,867	25,613	26,381	27,173	27,988	28,828	29,693	30,584	31,501	32,446	33,419	34,422
17	25,808	27,058	27,869	28,705	29,566	30,453	31,367	32,308	33,277	34,276	35,304	36,363	37,454
18	28,115	29,482	30,367	31,278	32,216	33,183	34,178	35,203	36,259	37,347	38,467	39,621	40,810
19	30,611	32,103	33,066	34,058	35,080	36,132	37,216	38,332	39,482	40,666	41,886	43,142	44,436
20	33,307	34,935	35,984	37,063	38,175	39,320	40,500	41,715	42,966	44,255	45,583	46,950	48,359
21	36,228	38,000	39,140	40,314	41,523	42,769	44,052	45,374	46,735	48,137	49,581	51,068	52,600
22	39,396	41,322	42,562	43,839	45,154	46,509	47,904	49,341	50,821	52,346	53,916	55,534	57,200
23	42,837	44,927	46,275	47,663	49,093	50,566	52,083	53,645	55,255	56,912	58,620	60,378	62,189
24	46,579	48,862	50,328	51,838	53,393	54,995	56,645	58,344	60,094	61,897	63,754	65,667	67,637
25	50,654	53,132	54,726	56,368	58,059	59,801	61,595	63,443	65,346	67,306	69,325	71,405	73,547

NOTE:
INCLUDES INSURANCE

~~(1)--SEMIANNUAL PAY SCHEDULE BEGINNING JULY 1, 1981~~

~~AND ENDING JANUARY 8, 1982~~

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,027	6,367	6,310	6,653	6,803	6,954	7,109	7,267	7,428	7,592	7,759	7,930	8,103
2	6,407	6,650	7,002	7,158	7,317	7,479	7,644	7,812	7,984	8,159	8,336	8,519	8,704
3	6,389	7,377	7,540	7,706	7,876	8,048	8,224	8,404	8,587	8,775	8,965	9,160	9,358
4	7,331	7,550	8,123	8,303	8,488	8,669	8,857	9,050	9,246	9,446	9,651	9,859	10,072
5	8,138	8,383	8,771	8,961	9,156	9,356	9,560	9,769	9,974	10,189	10,408	10,631	10,859
6	8,792	9,277	9,478	9,682	9,891	10,104	10,321	10,542	10,769	11,000	11,235	11,475	11,720
7	9,521	10,046	10,262	10,482	10,706	10,936	11,170	11,409	11,652	11,900	12,153	12,411	12,675
8	10,321	10,872	11,108	11,345	11,588	11,834	12,086	12,344	12,606	12,873	13,146	13,425	13,708
9	11,198	11,796	12,047	12,303	12,565	12,832	13,104	13,382	13,664	13,952	14,247	14,546	14,852
10	12,158	12,804	13,075	13,352	13,635	13,923	14,216	14,516	14,822	15,133	15,451	15,773	16,105
11	13,207	13,906	14,199	14,499	14,804	15,115	15,433	15,757	16,087	16,424	16,768	17,119	17,477
12	14,371	15,127	15,444	15,769	16,099	16,436	16,780	17,130	17,488	17,854	18,226	18,607	18,996
13	15,694	16,454	16,798	17,149	17,507	17,873	18,246	18,626	19,013	19,408	19,812	20,224	20,643
14	17,190	18,088	18,465	18,849	19,241	19,641	20,049	20,465	20,890	21,323	21,765	22,215	22,674
15	18,787	19,782	20,190	20,588	20,953	21,388	21,830	22,282	22,743	23,213	23,693	24,182	24,681
16	20,425	21,484	21,929	22,383	22,846	23,318	23,800	24,291	24,792	25,304	25,825	26,356	26,899
17	22,267	23,418	23,902	24,395	24,898	25,412	25,935	26,469	27,013	27,568	28,136	28,714	29,304
18	24,297	25,542	26,076	26,619	27,169	27,730	28,288	28,869	29,462	30,067	30,683	31,313	31,954
19	26,531	27,896	28,469	29,054	29,650	30,258	30,878	31,512	32,158	32,816	33,488	34,173	34,172
20	28,968	30,455	31,080	31,716	32,365	33,028	33,704	34,393	35,096	35,813	36,545	36,545	36,545
21	31,652	33,273	33,954	34,648	35,357	36,079	36,816	37,568	38,335	39,116	39,116	39,116	39,116
22	34,595	36,363	37,105	37,862	38,634	39,422	40,226	41,046	41,882	41,882	41,882	41,882	41,882
23	37,816	39,744	40,554	41,380	42,223	43,083	43,960	44,855	44,855	44,855	44,855	44,855	44,856
24	41,354	43,460	44,345	45,247	46,167	47,105	48,063	48,063	48,063	48,063	48,063	48,063	48,063
25	45,242	47,547	48,507	49,493	50,498	51,524	51,524	51,524	51,524	51,524	51,524	51,524	51,524

~~NOTE: DOES NOT INCLUDE INSURANCE; $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.~~

~~(2)--SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982~~

~~AND ENDING JULY 9, 1982~~

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,328	6,685	6,836	6,990	7,143	7,302	7,464	7,630	7,799	7,972	8,147	8,327	8,508
2	6,811	7,193	7,352	7,516	7,683	7,850	8,026	8,200	8,389	8,567	8,759	8,945	9,139
3	7,338	7,746	7,917	8,091	8,270	8,450	8,635	8,824	9,016	9,214	9,412	9,618	9,826
4	7,917	8,358	8,531	8,718	8,908	9,102	9,300	9,503	9,708	9,918	10,134	10,352	10,576
5	8,545	9,012	9,210	9,409	9,614	9,822	10,034	10,251	10,473	10,698	10,928	11,163	11,402
6	9,239	9,741	9,952	10,166	10,386	10,609	10,837	11,069	11,307	11,550	11,797	12,049	12,306
7	10,008	10,548	10,775	11,006	11,241	11,481	11,729	11,979	12,235	12,495	12,761	13,032	13,309
8	10,837	11,419	11,663	11,912	12,167	12,426	12,690	12,961	13,236	13,517	13,803	14,096	14,394
9	11,738	12,368	12,629	12,896	13,167	13,444	13,726	14,014	14,307	14,606	14,911	15,223	15,541
10	12,766	13,444	13,729	14,020	14,317	14,619	14,927	15,242	15,563	15,890	16,224	16,564	16,910
11	13,867	14,601	14,909	15,224	15,544	15,871	16,205	16,545	16,891	17,245	17,606	17,975	18,351
12	15,090	15,885	16,216	16,547	16,884	17,228	17,579	17,937	18,302	18,674	19,053	19,440	19,834
13	16,476	17,277	17,638	18,006	18,382	18,767	19,158	19,557	19,964	20,378	20,803	21,235	21,675
14	18,049	18,958	19,358	19,767	20,183	20,608	21,041	21,483	21,935	22,395	22,865	23,344	23,833
15	19,692	20,687	21,116	21,554	22,001	22,457	22,922	23,396	23,880	24,374	24,878	25,391	25,915
16	21,446	22,550	23,025	23,502	23,988	24,484	24,990	25,506	26,032	26,569	27,116	27,674	28,244
17	23,380	24,589	25,097	25,615	26,143	26,683	27,232	27,792	28,364	28,947	29,543	30,150	30,768
18	25,512	26,826	27,380	27,944	28,518	29,104	29,702	30,312	30,935	31,570	32,217	32,879	33,553
19	27,850	29,291	29,892	30,507	31,133	31,771	32,422	33,088	33,766	34,457	35,162	35,882	35,882
20	30,416	31,978	32,634	33,302	33,983	34,679	35,389	36,113	36,851	37,604	38,372	38,372	38,372
21	33,225	34,937	35,652	36,380	37,125	37,883	38,657	39,446	40,252	41,072	41,072	41,072	41,072
22	36,295	38,161	38,960	39,755	40,566	41,393	42,237	43,098	43,976	43,976	43,976	43,976	43,976
23	39,707	41,751	42,582	43,442	44,334	45,237	46,158	47,098	47,098	47,098	47,098	47,098	47,099
24	43,422	45,653	46,562	47,509	48,473	49,460	50,466	50,466	50,466	50,466	50,466	50,466	50,466
25	47,504	49,919	50,932	51,968	52,023	54,100	54,100	54,100	54,100	54,100	54,100	54,100	54,100

~~NOTE: Does not include insurance; $420 shall be added to each employee's compensation during the effective dates of this matrix for the state's contribution for group benefits.~~

BEST COPY AVAILABLE

Section-6.--Section--2-18-312.--MCA.-is-amended-to-read:

"2-18-312.--Pay-schedule SCHEDULES for-fiscal-year-1981 1983.

Grade	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,412	6,732	6,867	7,004	7,144	7,287	7,433	7,582	7,734	7,889	8,047	8,208	8,372
2	6,845	7,188	7,332	7,479	7,630	7,782	7,938	8,097	8,259	8,424	8,592	8,764	8,939
3	7,320	7,686	7,840	7,997	8,157	8,320	8,486	8,656	8,829	9,006	9,186	9,370	9,557
4	7,835	8,227	8,392	8,560	8,731	8,906	9,084	9,266	9,451	9,640	9,833	10,030	10,231
5	8,405	8,825	9,002	9,182	9,366	9,553	9,744	9,939	10,138	10,341	10,548	10,759	10,974
6	9,029	9,480	9,670	9,863	10,060	10,261	10,466	10,675	10,889	11,107	11,329	11,556	11,787
7	9,720	10,206	10,410	10,618	10,830	11,047	11,268	11,493	11,723	11,957	12,196	12,440	12,689
8	10,466	10,989	11,209	11,432	11,662	11,895	12,133	12,376	12,624	12,876	13,134	13,397	13,665
9	11,294	11,859	12,096	12,338	12,585	12,837	13,094	13,356	13,623	13,895	14,173	14,456	14,745
10	12,201	12,811	13,067	13,328	13,595	13,867	14,144	14,427	14,716	15,010	15,310	15,616	15,928
11	13,191	13,851	14,128	14,411	14,699	14,993	15,293	15,599	15,911	16,229	16,554	16,885	17,223
12	14,290	15,004	15,304	15,610	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656
13	15,483	16,257	16,582	16,914	17,252	17,597	17,949	18,308	18,674	19,047	19,428	19,817	20,213
14	16,952	17,800	18,156	18,519	18,890	19,268	19,654	20,046	20,447	20,857	21,274	21,699	22,133
15	18,404	19,324	19,711	20,105	20,507	20,917	21,335	21,761	22,197	22,641	23,094	23,556	24,026
16	20,006	21,007	21,427	21,855	22,293	22,738	23,194	23,657	24,131	24,614	25,106	25,608	26,120
17	21,746	22,833	23,290	23,755	24,230	24,715	25,209	25,713	26,227	26,751	27,286	27,832	28,388
18	23,663	24,846	25,343	25,850	26,367	26,894	27,432	27,981	28,541	29,111	29,693	30,287	30,893
19	25,773	27,062	27,601	28,156	28,719	29,294	29,880	30,478	31,088	31,710	32,344	32,991	32,991
20	28,074	29,478	30,068	30,669	31,282	31,907	32,545	33,196	33,859	34,536	35,227	35,227	35,227
21	30,608	32,139	32,782	33,437	34,106	34,787	35,483	36,193	36,918	37,656	37,656	37,656	37,656
22	33,387	35,057	35,758	36,473	37,202	37,947	38,705	39,479	40,269	40,269	40,269	40,269	40,269
23	36,428	38,250	39,014	39,795	40,591	41,403	42,231	43,075	43,075	43,075	43,075	43,075	43,075
24	39,770	41,759	42,595	43,446	44,315	45,202	46,106	46,106	46,106	46,106	46,106	46,106	46,106
25	43,440	45,613	46,525	47,455	48,404	49,373	49,373	49,373	49,373	49,373	49,373	49,373	49,373

NOTE: INCLUDES INSURANCE.

BEST COPY AVAILABLE

NOTE: INCLUDES INSURANCE

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,412	6,732	6,867	7,004	7,144	7,287	7,433	7,582	7,734	7,889	8,047	8,208	8,372
2	6,845	7,188	7,332	7,479	7,630	7,782	7,938	8,097	8,259	8,424	8,592	8,764	8,939
3	7,320	7,686	7,840	7,997	8,157	8,320	8,486	8,656	8,829	9,006	9,186	9,370	9,557
4	7,835	8,227	8,392	8,560	8,731	8,906	9,084	9,266	9,451	9,640	9,833	10,030	10,231
5	8,405	8,825	9,002	9,182	9,366	9,553	9,744	9,939	10,138	10,341	10,548	10,759	10,974
6	9,029	9,480	9,670	9,863	10,060	10,261	10,466	10,675	10,889	11,107	11,329	11,556	11,787
7	9,720	10,206	10,410	10,618	10,830	11,047	11,268	11,493	11,723	11,957	12,196	12,440	12,689
8	10,466	10,989	11,209	11,432	11,662	11,895	12,133	12,376	12,624	12,876	13,134	13,397	13,665
9	11,294	11,859	12,096	12,338	12,585	12,837	13,094	13,356	13,623	13,895	14,173	14,456	14,745
10	12,201	12,811	13,067	13,328	13,595	13,867	14,144	14,427	14,716	15,010	15,310	15,616	15,928
11	13,191	13,851	14,128	14,411	14,699	14,993	15,293	15,599	15,911	16,229	16,554	16,885	17,223
12	14,290	15,004	15,304	15,610	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656
13	15,483	16,257	16,582	16,914	17,252	17,597	17,949	18,308	18,674	19,047	19,428	19,817	20,213
14	16,952	17,800	18,156	18,519	18,890	19,268	19,654	20,046	20,447	20,857	21,274	21,699	22,133
15	18,404	19,324	19,711	20,105	20,507	20,917	21,335	21,761	22,197	22,641	23,094	23,556	24,026
16	20,006	21,007	21,427	21,855	22,293	22,738	23,194	23,657	24,131	24,614	25,106	25,608	26,120
17	21,746	22,833	23,290	23,755	24,230	24,715	25,209	25,713	26,227	26,751	27,286	27,832	28,388
18	23,663	24,846	25,343	25,850	26,367	26,894	27,432	27,981	28,541	29,111	29,693	30,287	30,893
19	25,773	27,062	27,601	28,156	28,719	29,294	29,880	30,478	31,088	31,710	32,344	32,991	32,991
20	28,074	29,478	30,068	30,669	31,282	31,907	32,545	33,196	33,859	34,536	35,227	35,227	35,227
21	30,608	32,139	32,782	33,437	34,106	34,787	35,483	36,193	36,918	37,656	37,656	37,656	37,656
22	33,387	35,057	35,758	36,473	37,202	37,947	38,705	39,479	40,269	40,269	40,269	40,269	40,269
23	36,428	38,250	39,014	39,795	40,591	41,403	42,231	43,075	43,075	43,075	43,075	43,075	43,075
24	39,770	41,759	42,595	43,446	44,315	45,202	46,106	46,106	46,106	46,106	46,106	46,106	46,106
25	43,440	45,613	46,525	47,455	48,404	49,373	49,373	49,373	49,373	49,373	49,373	49,373	49,373

~~(11)--SEMIANNUAL PAY SCHEDULE BEGINNING JULY 10, 1982~~

~~AND ENDING JANUARY 7, 1983~~

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,312	6,479	6,649	6,821	6,996	7,174	7,355	7,540	7,729	7,923	8,121	8,324	8,532
2	7,009	7,192	7,382	7,578	7,778	7,984	8,196	8,413	8,636	8,864	9,098	9,338	9,584
3	7,781	7,981	8,187	8,398	8,614	8,836	9,063	9,296	9,535	9,780	10,031	10,288	10,552
4	8,641	8,860	9,086	9,317	9,554	9,796	10,045	10,299	10,560	10,827	11,101	11,381	11,668
5	9,595	9,841	10,092	10,349	10,612	10,880	11,155	11,436	11,723	12,017	12,317	12,624	12,938
6	10,652	10,926	11,207	11,494	11,787	12,086	12,391	12,703	13,021	13,346	13,678	14,016	14,362
7	11,827	12,131	12,441	12,758	13,082	13,412	13,749	14,093	14,444	14,802	15,167	15,539	15,919
8	13,132	13,468	13,811	14,161	14,518	14,882	15,253	15,632	16,018	16,411	16,812	17,221	17,637
9	14,581	14,954	15,334	15,721	16,116	16,518	16,928	17,346	17,772	18,206	18,648	19,098	19,557
10	16,195	16,609	17,030	17,459	17,896	18,341	18,794	19,256	19,726	20,205	20,693	21,189	21,695
11	17,986	18,446	18,915	19,392	19,878	20,373	20,877	21,390	21,913	22,445	22,987	23,538	24,099
12	19,976	20,487	21,007	21,536	22,075	22,624	23,183	23,752	24,331	24,921	25,521	26,132	26,753
13	22,184	22,752	23,330	23,918	24,516	25,125	25,745	26,376	27,018	27,671	28,336	29,012	29,700
14	24,635	25,265	25,907	26,559	27,223	27,899	28,587	29,287	29,999	30,724	31,462	32,213	32,977
15	27,355	28,055	28,768	29,494	30,233	30,986	31,753	32,534	33,329	34,139	34,964	35,804	36,659
16	30,372	31,150	31,943	32,751	33,574	34,413	35,268	36,139	37,026	37,930	38,851	39,789	40,744
17	33,720	34,584	35,465	36,363	37,279	38,213	39,165	40,136	41,126	42,135	43,164	44,213	45,282
18	37,434	38,393	39,372	40,370	41,389	42,428	43,489	44,571	45,676	46,804	47,955	49,130	50,329
19	41,557	42,622	43,710	44,821	45,955	47,114	48,298	49,508	50,744	52,007	53,298	54,617	55,966
20	46,134	47,315	48,522	49,756	51,017	52,307	53,626	54,975	56,355	57,767	59,212	60,691	62,205
21	51,225	52,537	53,879	55,251	56,655	58,092	59,562	61,067	62,608	64,186	65,802	67,457	69,153
22	56,890	58,347	59,837	61,362	62,923	64,521	66,157	67,832	69,547	71,304	73,104	74,948	76,838
23	63,198	64,817	66,472	68,165	69,896	71,667	73,479	75,333	77,231	79,174	81,164	83,202	85,290
24	70,190	71,990	73,830	75,712	77,638	79,608	81,624	83,688	85,800	87,962	90,176	92,443	94,765
25	77,969	79,968	82,013	84,106	86,248	88,441	90,686	92,985	95,339	97,750	100,220	102,750	105,343

NOTE: Does not include insurance; $480 shall be added to each employees' compensation during the effective dates of this matrix for the state's contribution for group benefits.

~~(12)--SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 8, 1983~~

~~AND ENDING JULY 8, 1983~~

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,898	7,295	7,586	7,551	7,718	7,890	8,064	8,244	8,426	8,613	8,802	8,996	9,193
2	7,959	7,779	7,965	8,121	8,301	8,485	8,672	8,863	9,057	9,256	9,457	9,664	9,874
3	7,999	8,370	8,554	8,742	8,996	9,130	9,329	9,534	9,741	9,955	10,170	10,392	10,617
4	8,548	9,020	9,217	9,420	9,626	9,836	10,049	10,268	10,490	10,716	10,949	11,183	11,427
5	9,259	9,792	9,951	10,166	10,388	10,612	10,841	11,075	11,316	11,558	11,807	12,061	12,320
6	9,582	10,524	10,753	10,984	11,221	11,463	11,709	11,960	12,217	12,479	12,746	13,018	13,296
7	10,813	11,397	11,641	11,891	12,145	12,407	12,672	12,942	13,220	13,500	13,788	14,081	14,380
8	11,209	12,058	12,601	12,870	13,146	13,425	13,711	14,004	14,301	14,604	14,913	15,230	15,552
9	12,704	13,582	13,667	13,958	14,255	14,558	14,866	15,181	15,501	15,829	16,163	16,502	16,849
10	13,795	14,526	14,893	15,148	15,469	15,795	16,128	16,468	16,815	17,169	17,529	17,896	18,270
11	16,982	15,775	16,188	16,468	16,795	17,148	17,509	17,876	18,250	18,632	19,029	19,421	19,827
12	16,304	17,161	17,520	17,889	18,264	18,646	19,037	19,434	19,839	20,256	20,677	21,109	21,548
13	17,797	18,662	19,058	19,456	19,861	20,277	20,700	21,130	21,570	22,012	22,476	22,944	23,419
14	19,502	20,520	20,960	21,389	21,828	22,282	22,744	23,217	23,700	24,198	24,692	25,202	25,723
15	21,245	22,351	22,814	23,288	23,771	24,263	24,766	25,278	25,802	26,335	26,879	27,433	28,000
16	23,137	24,323	24,826	25,393	25,918	26,454	27,001	27,558	28,126	28,707	29,297	29,901	39,516
17	25,261	26,567	27,116	27,676	28,246	28,830	29,423	30,028	30,646	31,275	31,920	32,575	33,244
18	27,565	28,986	29,583	30,198	30,812	31,445	32,091	32,751	33,424	34,110	34,809	35,524	36,251
19	30,099	31,662	32,297	32,962	33,638	34,327	35,030	35,750	36,482	37,229	37,991	38,769	39,563
20	32,869	34,550	35,259	35,981	36,717	37,469	38,236	39,018	39,816	40,630	41,459	41,459	41,459
21	35,909	37,740	38,520	39,307	40,110	40,931	41,767	42,620	43,490	44,376	46,276	46,276	46,276
22	39,242	41,252	42,095	42,955	43,829	44,723	45,635	46,563	47,514	47,514	47,514	47,514	47,514
23	42,902	45,088	46,088	46,946	47,901	48,876	49,870	50,887	50,887	50,887	50,887	50,887	50,888
24	46,915	49,304	50,308	51,331	52,375	53,439	54,527	54,527	54,527	54,527	54,527	54,527	54,527
25	51,326	53,935	55,029	56,149	57,289	58,452	58,452	58,452	58,452	58,452	58,452	58,452	58,452

NOTE: Does not include insurance; $480 shall be added to each employees' compensation during the effective dates of this matrix for the state's contribution for group benefits.

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Section 7. Section 2-18-313, MCA, is amended to read:

"2-18-313. Pay schedules for institutional teachers.

(1) Teacher pay schedule for fiscal year 1980 1982:

Experience (Grade) (Step 1)	BA (Step 2)	BA+1qtr. (Step 3)	BA+2qtr. (Step 4)	5th Year (Step 5)	MA (Step 6)	MA+1qtr.
0	10,250	10,577	10,915	11,079	11,243	11,582
1	10,635	11,001	11,368	11,456	11,735	12,102
2	11,021	11,427	11,822	12,025	12,227	12,624
3	11,407	11,851	12,275	12,498	12,719	13,145
4	11,793	12,275	12,729	12,971	13,211	13,665
5	12,179	12,700	13,183	13,444	13,703	14,187
6	12,564	13,124	13,637	13,915	14,195	14,708
7	12,950	13,550	14,089	14,388	14,687	15,229
8	13,336	13,974	14,543	14,861	15,181	15,750
9	13,724	14,399	14,997	15,335	15,673	16,271
0	11,863	12,238	12,624	12,811	12,998	13,384
1	12,304	12,723	13,142	13,351	13,561	13,979
2	12,745	13,208	13,660	13,891	14,123	14,575
3	13,186	13,693	14,178	14,431	14,685	15,170
4	13,627	14,178	14,696	14,971	15,247	15,765
5	14,068	14,663	15,214	15,512	15,809	16,360
6	14,509	15,148	15,732	16,052	16,371	16,956
7	14,949	15,633	16,250	16,592	16,934	17,551
8	15,390	16,118	16,768	17,132	17,496	18,146
9	15,831	16,603	17,286	17,672	18,058	18,741

10	16,272	17,088	17,804	18,212	18,620	19,337

(A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 1, 1981, AND ENDING JANUARY 8, 1982:

Experience (Step) (Grade)	BA (Grade)	BA+Qrt. (Grade)	BA+2Qrt. (Grade)	5th Year (Grade)	MA (Grade)	MA+1Qrt. (Grade)
0	10,731	11,047	11,386	11,543	11,709	12,033
1	11,178	11,556	11,948	12,138	12,328	12,720
2	11,624	12,047	12,473	12,574	12,897	13,322
3	12,071	12,541	12,999	13,233	13,467	13,928
4	12,518	13,032	13,523	13,782	14,038	14,531
5	12,964	13,523	14,049	14,329	14,607	15,133
6	13,411	14,015	14,575	14,877	15,117	15,738
7	13,857	14,506	15,100	15,422	15,747	16,341
8	14,305	15,000	15,624	15,971	16,317	16,945
9	14,752	15,491	16,150	16,519	16,889	17,548
10	15,201	15,983	16,676	17,067	17,459	18,151

NOTE: DOES NOT INCLUDE INSURANCE; $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982, AND ENDING JULY 9, 1982:

Experience (Step)	BA (Grade)	BA+10rt. (Grade)	BA+20rt. (Grade)	5th Year (Grade)	MA (Grade)	MA+10rt. (Grade)
0	11,268	11,599	11,955	12,120	12,285	12,635
1	11,737	12,134	12,545	12,745	12,944	13,409
2	12,205	12,649	13,097	13,203	13,562	13,988
3	12,674	13,168	13,649	13,895	14,141	14,624
4	13,144	13,684	14,199	14,471	14,740	15,257
5	13,612	14,199	14,751	15,045	15,337	15,890
6	14,081	14,716	15,304	15,621	15,873	16,525
7	14,550	15,231	15,855	16,193	16,534	17,158
8	15,020	15,750	16,405	16,769	17,133	17,792
9	15,490	16,265	16,957	17,345	17,733	18,425
10	15,961	16,782	17,510	17,920	18,332	19,058

NOTE: BASE NOT INCLUDE INSURANCE; $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(2) Teacher pay schedule for fiscal year 1981 1983:

Experience	BA	BA+1qtr.	BA+2qtr.	5th Year	MA	MA+1qtr.
(Grade)	(Step 1)	(Step 2)	(Step 3)	(Step 4)	(Step 5)	(Step 6)
0	11,070	11,420	11,783	11,959	12,135	12
1	11,483	11,875	12,269	12,363	12,662	13,056
2	11,897	12,332	12,756	12,973	13,198	13,616
3	12,311	12,787	13,241	13,481	13,718	14,175
4	12,724	13,241	13,728	13,988	14,245	14,732
5	13,138	13,697	14,215	14,495	14,773	15,292
6	13,551	14,152	14,702	15,000	15,301	15,851
7	13,965	14,609	15,187	15,508	15,828	16,410
8	14,379	15,064	15,674	16,015	16,358	16,968

9	14,795	15,519	16,161	16,523	16,886	17,527
10	15,208	15,974	16,785	17,031	17,413	18,086
0	12,699	13,098	13,509	13,709	13,908	14,319
1	13,169	13,615	14,061	14,284	14,507	14,953
2	13,638	14,131	14,612	14,859	15,105	15,587
3	14,108	14,648	15,164	15,434	15,704	16,221
4	14,577	15,164	15,716	16,009	16,303	16,855
5	15,047	15,681	16,268	16,585	16,902	17,489
6	15,516	16,197	16,819	17,160	17,500	18,122
7	15,986	16,714	17,371	17,735	18,099	18,756
8	16,455	17,230	17,923	18,310	18,698	19,390
9	16,925	17,747	18,475	18,885	19,296	20,024
10	17,395	18,263	19,026	19,461	19,895	20,658

(A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 1, 1982, AND ENDING JANUARY 7, 1983:

Experience (Step)	BA (Grade)	BA+10rt. (Grade)	BA+20rt. (Grade)	5th Year (Grade)	MA (Grade)	MA+10rt. (Grade)
0	11,337	11,619	11,934	12,071	12,206	12,509
1	11,831	12,179	12,553	12,726	12,899	13,267
2	12,324	12,741	13,172	13,382	13,591	14,079
3	12,815	13,281	13,752	13,863	14,219	14,687
4	13,308	13,826	14,331	14,590	14,848	15,355
5	13,801	14,368	14,909	15,196	15,477	16,020
6	14,293	14,909	15,488	15,797	16,104	16,684
7	14,785	15,451	16,069	16,402	16,667	17,351
8	15,277	15,992	16,648	17,009	17,361	18,016
9	15,771	16,537	17,225	17,607	17,990	18,682
10	16,264	17,078	17,805	18,212	18,620	19,346

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NOTE: DOES NOT INCLUDE INSURANCE; $480 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THE MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 8, 1983, AND ENDING JULY 8, 1983:

Experience (Step)	BA (Grade)	BA+Crt. (Grade)	BA+2Crt. (Grade)	5th Year (Grade)	MA (Grade)	MA+Crt. (Grade)
0	11,904	12,200	12,531	12,675	12,816	13,135
1	12,423	12,780	13,180	13,362	13,544	13,930
2	12,940	13,378	13,891	14,051	14,270	14,783
3	13,456	13,945	14,640	14,556	14,930	15,421
4	13,973	14,517	15,057	15,319	15,590	16,129
5	14,491	15,086	15,654	15,934	16,251	16,821
6	15,008	15,654	16,262	16,587	16,909	17,518
7	15,526	16,224	16,872	17,222	17,500	18,218
8	16,041	16,792	17,480	17,853	18,229	18,917
9	16,559	17,364	18,086	18,487	18,889	19,616
10	17,077	17,932	18,695	19,122	19,551	20,313

NOTE: DOES NOT INCLUDE INSURANCE; $480 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THE MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

Section 8. Section 2-18-314, MCA, is amended to read:

"2-18-314. Pay schedules for liquor store occupations.

(1) Liquor store pay schedule for fiscal year 1980 1982:

Grade	$/Hour	
L1	4.533	8.000
L2	4.893	5.949
L3	5.263	6.367

L4	5.468	6.598
L5	5.683	6.842
L6	6.133	7.350
L7	6.623	7.904
L8	7.173	8.525

(A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 11, 1981, AND ENDING JANUARY 8, 1982:

GRADE	$/HOUR
L1	4.911
L2	5.300
L3	5.699
L4	5.921
L5	6.153
L6	6.639
L7	7.168
L8	7.762

NOTE: DOES NOT INCLUDE INSURANCE; $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982, AND ENDING JULY 9, 1982:

GRADE	$/HOUR
L1	5.156
L2	5.565
L3	5.984

E4	6.217
E5	6.460
E6	6.971
E7	7.526
E8	8.150

NOTE: DOES NOT INCLUDE INSURANCE; $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(2) Liquor store pay schedule for fiscal year 1981 1983.

Grade	$/Hour	
E1	4.893	0.000
E2	5.253	6.728
E3	5.623	7.200
E4	5.828	7.462
E5	6.043	7.736
E6	6.493	8.311
E7	6.983	8.937
E8	7.533	9.639

(A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 10, 1982, AND ENDING JANUARY 7, 1983.

GRADE	$/HOUR
E1	5.414
E2	5.843
E3	6.283

E4	6.527
E5	6.783
E6	7.391
E7	7.903
E8	8.558

NOTE: DOES NOT INCLUDE INSURANCE; $480 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 8, 1983, AND ENDING JULY 8, 1983.

GRADE	$/HOUR
E1	5.685
E2	6.135
E3	6.597
E4	6.854
E5	7.123
E6	7.685
E7	8.298
E8	8.985

NOTE: DOES NOT INCLUDE INSURANCE; $480 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

Section 9. Section 2-18-315, MCA, is amended to read:

"2-18-315. Pay schedules for blue-collar occupations.

(1) Blue-collar pay schedule for fiscal year 1980 1982:

Grade	$/Hour	
B1	5.836	5.904
B2	5.364	6.304
B3	5.692	6.704
B4	6.020	7.104
B5	6.348	7.504
B6	6.676	7.904
B7	7.004	8.304
B8	7.332	8.704
B9	7.660	9.104
B10	7.988	9.504
B11	8.316	9.904
B12	8.644	10.304
B00**	8.972	10.704

(A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 11, 1981 AND ENDING JANUARY 8, 1982*

GRADE	$/HOUR
B1-	5.418
B2-	5.773
B3-	6.127
B4-	6.481
B5-	6.835
B6-	7.190
B7-	7.544
B8-	7.898

B9-	8.252
B10	8.607
B11	8.961
B12	9.315
B00	9.669

NOTE*- DOES NOT INCLUDE INSURANCE $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982 AND ENDING JULY 9, 1982*

GRADE	$/HOUR
B1-	5.689
B2-	6.061
B3-	6.433
B4-	6.805
B5-	7.177
B6-	7.549
B7-	7.921
B8-	8.293
B9-	8.665
B10	9.037
B11	9.409
B12	9.781
B00	10.153

NOTE*- DOES NOT INCLUDE INSURANCE $420 SHALL BE ADDED TO

EACH--EMPLOYEE'S--COMPENSATION-DURING-THE-EFFECTIVE-DATES-OF THIS-MATRIX-FOR-THE-STATE'S-CONTRIBUTION-FOR-GROUP-BENEFITS:

(2)--Blue-collar-pay--schedule--for--fiscal--year--1981 1983:

Grade	$/Hour	
--B1	5.363	6.892
--B2	5.691	7.292
--B3	6.019	7.692
--B4	6.347	8.092
--B5	6.675	8.492
--B6	7.003	8.892
--B7	7.331	9.292
--B8	7.659	9.692
--B9	7.987	10.092
--B10	8.315	10.492
--B11	8.643	10.892
--B12	8.971	11.292
--B00**	9.299	11.692

(A)--SEMIANNUAL--PAY--SCHEDULE-BEGINNING-JULY-10,-1982, AND-ENDING-JANUARY-7,-1983:

GRADE	$/HOUR
B1-	-5.774
B2-	-6.364
B3-	-6.755
B4-	-7.145

B5-	-7.536
B6-	-7.926
B7-	-8.317
B8-	-8.708
B9-	-9.098
B10	-9.489
B11	-9.879
B12	10.270
B00	10.660

NOTE:-DOES-NOT-INCLUDE-INSURANCE;-$400--SHALL--BE--ADDED--TO EACH--EMPLOYEE'S--COMPENSATION-DURING-THE-EFFECTIVE-DATES-OF THIS-MATRIX-FOR-THE-STATE'S-CONTRIBUTION-FOR-GROUP-BENEFITS:

(B)--SEMIANNUAL-PAY-SCHEDULE-BEGINNING-JANUARY-8,-1983, AND-ENDING-JULY-8,-1983:

GRADE	$/HOUR
B1-	-6.272
B2-	-6.683
B3-	-7.093
B4-	-7.503
B5-	-7.913
B6-	-8.323
B7-	-8.733
B8-	-9.143
B9-	-9.553
B10	-9.963

B11	10.373
B12	10.783
800	11.193

NOTE: BASES NOT INCLUDE INSURANCE. $400 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS. Up to $.031 of the hourly increase granted above for Fiscal Year 1981 shall not be granted to an employee to the extent that the employee would receive a rate, commonly called a red-circled rate, exceeding the above-listed rates due to the fact that such employee, at the time the blue collar plan was originally implemented, was paid at a rate greater than the standard blue-collar rate for his classification.

(3) In recognition that the blue-collar employee classes in the university system have been paid at rates higher than employees in the blue-collar classes in the executive branch, it is the intent of the legislature during the next biennium that the board of regents seek wage settlements which reduce the current wage disparities or provide wages equal to those of employees in the executive branch.

(3) IN RECOGNITION THAT THE BLUE-COLLAR EMPLOYEE CLASSES IN THE UNIVERSITY SYSTEM HAVE BEEN PAID AT RATES HIGHER THAN EMPLOYEES IN THE BLUE-COLLAR CLASSES IN THE EXECUTIVE BRANCH, IT IS THE INTENT OF THE LEGISLATURE DURING

THE NEXT BIENNIUM THAT THE BOARD OF REGENTS SEEK WAGE SETTLEMENTS THAT DO NOT INCREASE THE CURRENT WAGE DISPARITIES BETWEEN EMPLOYEES IN THE UNIVERSITY SYSTEM AND EMPLOYEES IN THE EXECUTIVE BRANCH.

NEW SECTION. SECTION 10. ADDITIONAL COMPENSATION. EACH FULL-TIME EMPLOYEE WHO HAS BEEN CONTINUOUSLY ON THE STATE PAYROLL FROM THE PAY PERIOD ENDING JANUARY 9, 1981, TO THE PAY PERIOD BEGINNING JULY 11, 1981, SHALL RECEIVE A PAYMENT OF $500 IN JULY, 1981, IN ADDITION TO HIS REGULAR COMPENSATION. PART-TIME EMPLOYEES SHALL RECEIVE A PERCENTAGE OF THE $500 AWARD EQUAL TO THE FULL-TIME EQUIVALENT FACTOR OF THE EMPLOYEE'S POSITION AS OF THE PAYROLL PERIOD ENDING JUNE 27, 1981.

Section 6. Section 2-18-701, MCA, is amended to read:

"2-18-701. Definitions. In this part, as it applies to a person employed in the executive, judicial, or legislative branches of state government, "employee" means:

(1) a permanent full-time employee defined in 2-18-601;

(2) a part-time permanent employee, as defined in 2-18-601, who is scheduled to work a regular schedule of 20 hours or more a week;

(3) a seasonal employee, as defined in 2-18-601, who is scheduled to work 6 months or more a year;

(4) elected officials;

(5) officers and permanent employees of the legislative branch;

(6) judges and permanent employees of the judicial branch; and

(7) academic, professional, and administrative personnel having individual contracts under the authority of the board of regents of higher education or the state board of public education; and

(8) temporary employees as defined in 2-18-601 who are scheduled to work more than 6 months a year or who work for a continuous period of more than 6 months OR WHOSE TEMPORARY STATUS IS DEFINED THROUGH COLLECTIVE BARGAINING."

Section 7. Section 2-18-702, MCA, is amended to read:

"2-18-702. Group insurance for public employees and officers. (1) All counties, cities, towns, school districts, and the board of regents shall upon approval by two-thirds vote of their respective officers and employees enter into group hospitalization, medical, health, including long-term disability, accident, and/or group life insurance contracts or plans for the benefit of their officers and employees and their dependents.

(2) State employees and elected officials, as defined in ~~2-18-809~~ 2-18-701, may participate in such state employee group benefit plans as are provided for under part 8 of this chapter.

(3) For state officers and employees, the premiums required from time to time to maintain the insurance in force shall be paid by the insured officers and employees, and the auditor shall deduct the premiums from the salary or wages of each officer or employee who elects to become insured, on the officer's or employee's written order, and issue his warrant therefor to the insurer.

(4) For the purpose of this section, the plans of health service corporations for defraying or assuming the cost of professional services of licentiates in the field of health or the services of hospitals, clinics, or sanitariums or both professional and hospital services shall be construed as group insurance and the dues payable under such plans shall be construed as premiums therefor."

Section 8. Section 2-18-703, MCA, is amended to read:

"2-18-703. Contributions. (1) Each agency as defined in 2-18-601 shall contribute the amount specified in this section towards the group benefits cost.

(2) For employees defined in 2-18-701 other than members of collective bargaining units, and for members of the legislature, the employer contribution for group benefits shall be ~~$50~~ $70 per month for the fiscal year ending June 30, ~~1980~~ 1982, and ~~$60~~ $80 per month for each fiscal year thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a week

are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages.

(3) For employees of elementary and high school districts and of local government units, the employer's premium contributions may exceed but may not be less than $10 per month.

(4) Unused employer contributions for any state employee shall be transferred to an account established for this purpose by the department and upon such transfer may be used to offset losses occurring to the group of which the employee is eligible to be a member."

Section 9. Appropriation. (1) There is appropriated to the various state agencies listed in this section the money necessary to carry out the provisions of this act. The appropriations listed in this section are subject to the limitations, definitions, and provisions contained in the general appropriation act of 1981. No agency may exceed the appropriation listed in this section when carrying out the provisions of this act unless a budget amendment authorizing such an expenditure has been approved by an appropriate authority.

(2) The following money is appropriated FROM THE GENERAL FUND to the listed agencies.

	Fiscal Year 1982		Fiscal Year 1983	
	General Fund	Other Appropriated Funds	General Fund	Other Appropriated Funds
JUDICIARY				
	229,812	29,277	489,195	62,321
GOVERNOR'S OFFICE				
	181,105		403,999	
SECRETARY OF STATE				
	55,668		129,357	
COMMISSIONER OF CAMPAIGN PRACTICES				
	10,496		22,591	
STATE AUDITOR'S OFFICE				
	104,307		233,313	
SUPERINTENDENT OF PUBLIC INSTRUCTION				
	178,167	182,281	388,247	394,526
CRIME CONTROL DIVISION				
	12,925	40,329	27,664	86,324
DEPARTMENT OF JUSTICE				
	173,616	862,277	380,462	1,891,383
DEPARTMENT OF PUBLIC SERVICE REGULATION				
	90,345	1,679	202,365	3,778
BOARD OF PUBLIC EDUCATION				
	15,973	1,089	34,729	4,151
SCHOOL FOR THE DEAF AND BLIND				

	155,751	367,344		
MONTANA ARTS COUNCIL				
	4,587	4,506	9,715	9,711
MONTANA STATE LIBRARY				
	33,760	13,792	75,418	29,491
MONTANA ADVISORY COUNCIL FOR VOCATIONAL EDUCATION				
		4,273		9,181
MONTANA HISTORICAL SOCIETY				
	58,457	28,262	121,264	42,721
MONTANA UNIVERSITY SYSTEM UNITS				
--Commissioner of Higher Education				
	35,557	1,553	87,909	3,733
--University of Montana				
	2,085,880		4,417,939	
--Montana State University				
	2,777,320		5,848,835	
--Montana College of Mineral Science and Technology				
	419,418		894,081	
--Eastern Montana College				
	708,932		1,491,774	
--Northern Montana College				
	377,987		798,365	
--Western Montana College				
	215,875		455,674	
--Bureau of Mines				

	90,786		191,629	
--Agricultural Experiment Station				
	515,822		1,088,878	
--Cooperative Extension Service				
	263,586		557,834	
--Forestry and Conservation Experiment Station				
	38,787		185,363	
DEPARTMENT OF FISH AND GAME				
	43,735	875,898	84,501	1,916,784
DEPARTMENT OF HEALTH AND ENVIRONMENTAL SCIENCES				
	243,781	451,528	520,653	946,541
DEPARTMENT OF HIGHWAYS				
	6,287	4,758,824	13,375	9,837,488
DEPARTMENT OF STATE LANDS				
	85,887	54,190	285,387	123,569
DEPARTMENT OF LIVESTOCK				
	42,994	230,919	92,999	493,121
DEPARTMENT OF NATURAL RESOURCES AND CONSERVATION				
	542,831	388,284	1,284,843	952,418
DEPARTMENT OF REVENUE				
	1,176,395	645,483	2,537,671	1,533,919
DEPARTMENT OF ADMINISTRATION				
	247,754	678,571	556,484	1,515,827
DEPARTMENT OF AGRICULTURE				
	84,134	108,783	183,943	233,522

DEPARTMENT OF BUSINESS REGULATION

94,195	22,700	286,612	49,443

DEPARTMENT OF INSTITUTIONS

353,264	57,186	745,281	114,804

--Boulder River School and Hospital

825,443	5,772	2,829,995	10,952

--Center for the Aged

177,260		398,684	

--Eastmont Training Center

152,613	4,679	328,199	10,355

--Galen State Hospital

571,145	3,339	1,212,414	8,088

--Mountain View School

129,802	3,993	266,334	8,238

--Pine Hills School

217,386	8,992	470,749	19,475

--Montana State Prison

458,836	42,632	1,050,928	91,873

--Swan River Youth Forest Camp

47,561	2,099	106,559	4,702

--Montana Veterans' Home

85,535		232,545	

--Warm Springs State Hospital

1,811,909	6,711	2,247,355	14,885

--Board of Pardons

7,689		17,498	

DEPARTMENT OF COMMUNITY AFFAIRS

131,892	179,903	286,767	424,785

DEPARTMENT OF LABOR AND INDUSTRY

--Labor Standards Division

69,818	81,687	150,477	208,933

--Employment Security Division

	1,355,276		3,040,665

--Workers' Compensation Division

	315,712		726,749

DEPARTMENT OF MILITARY AFFAIRS

--Adjutant General

35,445	32,523	77,216	70,680

--Disaster and Emergency Services

14,224	24,041	30,644	51,789

DEPARTMENT OF PROFESSIONAL AND OCCUPATIONAL LICENSING

	72,107		159,813

DEPARTMENT OF SOCIAL AND REHABILITATION SERVICES

1,155,887	--306,633	2,490,215	--779,159

STATE TOTALS

16,845,920	11,800,407	36,651,464	25,883,013

(3)--There is appropriated to the office of budget and program--planning--$1,250,000--from--the--general--fund--and $250,000 from other funds for the biennium ending--June--30, 1983, --for--shift--differential payments that may be adopted

~~after adjournment of the legislature through collective bargaining agreements or extension of similar provisions to unorganized employees in executive branch agencies not including units of the university system, vocational-technical centers, and community colleges.~~

~~(4) There is appropriated to the office of budget and program planning $400,000 for the fiscal year ending June 30, 1982, and $450,000 for the fiscal year ending June 30, 1983, from the general fund to bring certain critical classes in the executive branch not including the university system units, vocational-technical centers, and community colleges to a comparable level with the labor market.~~

	FISCAL YEAR 1982	FISCAL YEAR 1983
LEGISLATIVE AUDITOR	176,782	278,577
LEGISLATIVE COUNCIL	143,133	267,092
LEGISLATIVE FISCAL ANALYST	51,141	88,828
ENVIRONMENTAL QUALITY COUNCIL	13,813	33,870
TOTALS	384,869	668,367

(3) THERE IS APPROPRIATED TO THE OFFICE OF BUDGET AND PROGRAM PLANNING $48,000,000 FOR THE ~~FISCAL YEAR ENDING JUNE 30, 1982, AND $ FOR THE FISCAL YEAR~~ BIENNIUM ENDING JUNE 30, 1983, FROM THE GENERAL FUND TO CARRY OUT THE PROVISIONS OF THIS ACT AS IT PERTAINS TO JUDICIAL AND EXECUTIVE BRANCH AGENCIES NOT INCLUDING VOCATIONAL-TECHNICAL

CENTERS AND COMMUNITY COLLEGES. THE OFFICE OF BUDGET AND PROGRAM PLANNING IS AUTHORIZED TO INCREASE THE EXPENDITURE AUTHORITY OF JUDICIAL AND EXECUTIVE BRANCH AGENCIES, NOT INCLUDING VOCATIONAL-TECHNICAL CENTERS AND COMMUNITY COLLEGES, BY $34,192,000 FOR THE ~~FISCAL YEAR ENDING JUNE 30, 1982, AND $ FOR THE FISCAL YEAR~~ BIENNIUM ENDING JUNE 30, 1983, FROM FUNDS OTHER THAN THE GENERAL FUND WHICH ACCRUE UNDER PROVISIONS OF LAW TO THE RESPECTIVE AGENCIES TO CARRY OUT THE PROVISIONS OF THIS ACT.

~~(5)~~(4) There is appropriated to the department of administration $150,000 from the general fund for the biennium ending June 30, 1983. It is the intent of the legislature that this money be used for the purpose of funding a commission to study and make recommendations for change in the personnel and labor relations programs in Montana. Further, it is the intent of the legislature that members of the commission be selected from a diverse group that adequately represents the interests of the general public, labor, the legislature, and the executive branch.

Section 10. Reversion of funds. Appropriated funds not spent at the end of the fiscal year shall revert to the fund from which appropriated.

Section 11. Codification instruction. Section ~~5~~ 10 is intended to be codified as an integral part of Title 2, chapter 18.

Section 12. Effective date. ~~Section 2 is effective on passage and approval.~~ (1) SECTIONS 1 THROUGH 15, EXCLUDING SECTION 2, ARE EFFECTIVE JULY 1, 1981.

(2) SECTION 2 IS EFFECTIVE ON PASSAGE AND APPROVAL.

-End-

MINUTES OF THE MEETING
FINANCE AND CLAIMS COMMITTEE
MONTANA STATE SENATE

April 16, 1981

The 46th meeting of the Senate Finance and Claims Committee met on the above date in room 108 of the State Capitol. The meeting was called to order at 8:08 a.m. by Senator Himsl, Chairman, roll call was taken, all members present except Senators Aklestad, Smith, Johnson and Thomas.

CONSIDERATION OF HOUSE BILL 63: Representative Moore, House District 41 said this bill would provide an exemption for those people who retire under private pension. The primary purpose is you grant a $360 exemption under the private system and you have the mechanism to track them down. We can't find them now.

Ed Sheehy spoke as a proponent of the bill. He said he had always appeared in opposition to the bill and now was appearing as a proponent, so the state could find out who they are. We have had an exemption since 1961, there is no offset for social security. The state of Montana should look at how they treat retiree's income.

There were no further proponents, no opponents, and the Chairman asked if there were questions from the committee.

Senator Etchart: What was the fiscal impact on this? Moore: It is not known. Originally it was up to $8 million which would have been a study of it also. They cut it down to 10% of the original estimate to get a tracking method.

Senator Dover: You feel these people will report themselves because they are getting a $350 exemption? Moore: There has been no exemption for private pension. With a token exemption the Department of Revenue will be able to track them and find out who they are.

Senator Dover: What is the purpose of getting ahold of these people? Moore: A federal employee gets $3600. PERS get tax free. It is just to do something for the private sector that has never been done before.

Senator Himsl declared the hearing closed.

CONSIDERATION OF HOUSE BILL 859: Representative Fagg, chief sponsor of House Bill 859 said the bill was really on the last 2 or 3 lines. Montana Corporations eligible for income tax exemption for charitable contributions. The Chamber of Commerce and others would like to have charitable contributions as an incentive for those making them. The pendulum is swinging back. People get together and purchase a building or something themselves, and don't go to the federal government for help. This is not just for the big drives. It is interesting. There is a potential impact of $1/2 million or so if all the various people do contribute and do take it off their taxes.

Cal Winslow, House District 65 said, any efforts we make to encourage private companies to give is a worthwhile effort.

run into problems.

Senator Himsl: I think that is of some concern. If only the data and they can do nothing about the mass of concerns then we have nothing accomplished.

MOTION by Senator Story that House Bill 63 BE CONCURRED IN. Voted and passed, Senator Story to carry.

The meeting recessed and reconvened at 1:07 P.M.

CONSIDERATION OF HOUSE BILL 840: Representative Bardanouve, chief sponsor of House Bill 840 said he was the chief sponsor of the original bill, but there was not much to recognize in it at the present time. He said on page 4, line 16 it amends some of the original law. He said this is an important amendment, labor does not like it, but it will probably save Montana quite a bit of money. On page 43, line 20 as this bill was drafted it had more money in than this. It had $54 million, and that has been cut after many arguments to the $48 million you see here. On page 44, line 10 there is quite a new objective here. There is appropriated to the Department of Administration $150,000 in general fund money for the purpose of funding a commission to study the pay plan.

There were no further proponents, no opponents, and the Chairman asked if there were questions from the committee.

Senator Dover: Do you see any problem in leaving the $48 million over the biennium instead of breaking it down? If you have any problems, it could still be amended.

Senator Smith: The amount of money for the study. Isn't that a lot of money? Bardanouve: Personally, I thought it was quite a large appropriation. I don't know what they intend to do or how in depth -- maybe you should question the administration as to what they intend to do here. This is a very well financed study.

Senator Smith: They go ahead and have a hearing and they come up with a figure as to what they are going to fund the employees. Will we be obligated to fund the amount of money appropriated?

Representative Bardanouve: A negotiated settlement is not binding on the legislature. It may be amoral as to honoring it. It does put the administration in a bind if they negotiate and we refuse. Many settlements are based on the amount of funds made available by the legislature.

Senator Himsl: Whatever they do has to be ratified by the Union and funded by the Legislature.

Senator Van Valkenburg: The amounts for the Legislative branch were added by the pay plan committee when they acted on the bill. I am curious as to the percentage of increase

there alongside the agencies.

Judy Rippingale, LFA: The 8.555. It is relatively close to the 12.

Senator Van Valkenburg: There is a good deal of talk in the halls, etc. that the reason we can go with the negotiated figures is we are figuring a 3% vacancy savings in terms of the executive branch. Does it effect the Legislative branch the same way? Bardanouve: They are separate and apart from the rest of the government. No matter what happens, the legislative agencies will receive this much. Regardless, they will get this amount.

Senator Van Valkenburg: Mr. Bardanouve, you have served on the Legislative Finance Committee. Do you have any authority on reducing legislative agencies? Bardanouve: We have never attempted it.

Senator Van Valkenburg: It seems to me this could create a little problem. If funded Legislative Agencies receive a set amount. Bardanouve: We will set them so that if the rest of the agencies settle on less than 8.555, they will be subject to criticism and unable to adjust this in proportion to the rest of the state government.

Senator Van Valkenburg: Most of the positions in the Legislative staff, 8.555 in the upper grades provides a good sized increase. Bardanouve: You are so right.

Senator Van Valkenburg: In the section 4 of the bill page 6 and running through 12. A good deal of the language in respect to the pay schedules have been taken out of the bill. Isn't the bill technically flawed in that respect? Bardanouve: That was the judgment of the Legislators in the House. It does leave it very much suspect as to how it must be done.

Senator Van Valkenburg: The other big thing that is being talked about, The Governor by executive order or by rule, adopted 6 matrixes. The legislature will not do so with this bill.

Representative Bardanouve: That could happen. The first one made the matrix thing in the House . We were told later the executive branch could have changed those because it was not a law. Really, if it is not in this bill, I imagine the executive branch could build their own matrixes however they want to. It is not in the law. Last time it was in the law and they had to abide by it.

Senator Aklestad: Do you feel the rest of the taxpayers will be receiving this type of increase in their income?

Representative Bardanouve: I am not qualified to answer that. Many sincere people were working around on it and I did vote for the bill, while I did not agree with the political philosophy in it. Montana employees have been falling behind the last 2 years because thier pay increases have not kept up

with inflation. They shorted the pay plan by many many million dollars the last time. It ended up in the end that quite a few of the agencies received only 88% of the pay plan as it passed.

Senator Haffey: Judy Rippingale, do you have any idea if 12%. the 12% x whatever the replacement numbers would be. Judy: The 8.555 and the 12-12 level to the governor was almost identical at the top level. The people in the Legislative branch at 14 and above there is a small amount of money that would be greater than the 12-12. For anybody below there it would not be as much.

Representative Bardanouve: The original bill, as written, there was a 9% pay raise. There was a 2% step increase and a 1% insurance increase. That is how the 12 and 12 was arrived at.

Senator Himsl declared the hearing closed.

DISPOSITION OF HOUSE BILL 840: Senator Dover moved the bill be concurred in. Voted and passed. 14-2. Senator Van Valkenburg to carry the bill.

Senator Himsl, Chairman

ROLL CALL

FINANCE AND CLAIMS COMMITTEE

47th LEGISLATIVE SESSION - - 1981 Date 1/

NAME	PRESENT	ABSENT	EXCUSED
Senator Etchart	✓		
Senator Story	✓		
Senator Aklestad			
Senator Nelson	✓		
Senator Smith			
Senator Dover	✓		
Senator Johnson			
Senator Keating	✓		
Senator Boylan	✓		
Senator Regan			
Senator Thomas			
Senator Stimatz			
Senator Van Valkenburg	✓		
Senator Haffey	✓		
Senator Jacobson	✓		
Senator Himsl	✓		

March 16, 1981

Dear [illegible]

There are several facts that I would hope that you would consider while discussing HB 840 concerning salary increases for State Employees.

First of all, you will no doubt find very few people appearing to give any testimony against any type of benefit for State Employees. Ever since the very harsh "economic boycott" of the Helena merchants by the State Employees and the subsequent results of that boycott there has been only one side being heard. The facts of that particular Chamber of Commerce survey showed that the State Employees were at that time considerably overpaid and underworked as compared to the public sector. These findings were not disproven but under financial pressure the facts were withdrawn. Therefore, with no other group organized to represent the "other-than-government" people I am sure your hearings will be quite heavily represented by only one position.

Secondly, the media has reported many instances where the current economic conditions have caused the public sector of business and industry to require its' employees to take salary cuts to preserve their jobs and the companies. This is true in small companies and up to and including large companies like Braniff Airlines, Ford Motor Company and others. Please read the news item below.

With these comments in mind, I am afraid that if you are to truly represent <u>all</u> your constituents in this matter it will be necessary for each of you to do your own survey work. I am sure that both sides of this matter would like to be heard from, but with one side being put under fear of reprisal it is not likely that it will happen at an open hearing.

Very truly yours,

[signature]

[signature], Montana

Ford workers approve pay cuts to save jobs

DEARBORN, Mich. (UPI) — Workers at Ford Motor Co. voted overwhelmingly Friday night to take an average 84-cent hourly pay cut designed to save 3,200 jobs at the River Rouge plant.

"They voted 75 percent yes to approve an adjustment in their incentive pay in order to save the 3,200 jobs," Bob King financial secretary of United Auto Workers Local 600 said.

King said 2,195 workers of 2,913 voted yes on the wage reduction.

Ford threatened to close its coke and blast furnace operations April 1 unless the UAW agreed to shave the worker incentive wages.

Billings Gazette 3/14/81

STANDING COMMITTEE REPORT

April 16 19 81

MR. President

We, your committee on Finance and Claims

having had under consideration House Bill No. 840

(Van Valkenburg)

Respectfully report as follows: That House Bill No. 840

BE CONCURRED IN

~~DO PASS~~

Senator Himsl Chairman.

STATE PUB. CO.
Helena, Mont.

HOUSE BILL NO. 840

INTRODUCED BY BARDANOUVE, VAN VALKENBURG

BY REQUEST OF THE DEPARTMENT OF ADMINISTRATION

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH EMPLOYEE COMPENSATION PLANS AND BENEFIT LEVELS, REVISE THE CLASSIFICATION APPEALS PROCEDURES, AND PROVIDE PAY SCHEDULES FOR FISCAL YEARS 1982 AND 1983; APPROPRIATING FUNDS THEREFOR; APPROPRIATING FUNDS FOR A PERSONNEL AND LABOR RELATIONS STUDY; AMENDING SECTIONS 2-18-101, 2-18-203, 2-18-301, 2-18-303, 2-18-311 THROUGH 2-18-315, AND 2-18-701 THROUGH 2-18-703, MCA; AND PROVIDING ~~AN IMMEDIATE~~ EFFECTIVE ~~DATE~~ DATES."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 2-18-101, MCA, is amended to read:

"2-18-101. Definitions. As used in parts 1 through 3 and part 10 of this chapter, the following definitions apply:

(1) "Agency" means a department, board, commission, office, bureau, institution, or unit of state government recognized in the state budget.

(2) "Board" means the board of personnel appeals established in 2-15-1705.

(3) "Class" means one or more positions substantially similar with respect to the kind or nature of duties performed, responsibility assumed, and level of difficulty so that the same descriptive title may be used to designate each position allocated to the class, similar qualifications may be required of persons appointed to the positions in the class, and the same pay rate or pay grade may be applied with equity.

(4) "Class specification" means a written descriptive statement of the duties and responsibilities characteristic of a class of positions and includes the education, experience, knowledge, skills, abilities, and qualifications necessary to perform the work of the class.

~~(2)~~(5) "Compensation" means the annual or hourly wage or salary and includes the state contribution to group benefits under provisions of 2-18-703.

~~(3)~~(6) "Department" means the department of administration created in 2-15-1001.

~~(4)~~(7) Except in 2-18-306, "employee" means any state employee other than an employee excepted under 2-18-103 or 2-18-104 from the statewide classification system.

(8) "Grade" means the number assigned to a pay range within a pay schedule in part 3 of this chapter.

~~(5)~~(9) "Permanent position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206 and approved as such in the

REFERENCE BILL

biennium budget.

~~(6)~~(10) "Permanent status" means the state an employee attains after satisfactorily completing an appropriate probationary period in a permanent position.

~~(7)~~(11) "Personal staff" means those positions occupied by employees appointed by the elected officials enumerated in Article VI, section 1, of the Montana constitution or by the public service commission as a whole.

~~(8)~~(12) "Position" means a collection of duties and responsibilities currently assigned or delegated by competent authority, requiring the full-time, part-time, or intermittent employment of one person.

~~(9)~~(13) "Program" means a combination of planned efforts to provide a service.

~~(10)~~(14) "Seasonal position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206 and which is a permanent position but which is interrupted by the seasonal nature of the position.

~~(11)~~(15) "Temporary position" means a position so designated on the appropriate agency list of authorized positions referenced in 2-18-206, created for a definite period of time not to exceed 9 months."

Section 2. Section 2-18-203, MCA, is amended to read:

"2-18-203. Review of positions -- change in

classification. (1) The department shall continuously review all positions on a regular basis and adjust classifications to reflect significant changes in duties and responsibilities. In the event adjustments are to be made to the classification specifications or criteria utilized for allocating positions in the classification specifications affecting employees within a bargaining unit, the department shall consult with the representative of the bargaining unit prior to implementation of the adjustments, except for blue collar, teachers, and liquor store clerks classification plans, which shall remain mandatory negotiable items under the Collective Bargaining Act.

(2) Employees and employee organizations will be given the opportunity to appeal ~~any changes in classifications or positions~~ the allocation or reallocation of a position to a class. The grade assigned to a class is not an appealable subject under 2-18-1011 through 2-18-1013.

(3) The period of time for which retroactive pay for a classification ~~or position~~ appeal may be awarded under parts 1 through 3 of this chapter or under 2-18-1011 through 2-18-1013 may not extend beyond 30 days prior to the date the appeal was filed. This provision shall not affect a classification or position appeal already in process on ~~April 26, 1977 [the effective date of this section]~~ APRIL 26, 1977."

Section 3. Section 2-18-301, MCA, is amended to read:

"2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide the compensation necessary to attract and retain competent and qualified employees in order to perform the services the state is required to provide to its citizens.

(2) It is the intent of the legislature that, for the biennium ending June 30, ~~1981~~ 1983, the:

(a) pay schedules provided for in 2-18-311 through 2-18-315 supersede any other plan or systems established through collective bargaining after the adjournment of the ~~46th~~ 47th legislature;

(b) pay levels provided for in 2-18-311 through 2-18-315 may not be increased through collective bargaining after adjournment of the ~~46th~~ 47th legislature; and

(c) total funds required to implement the pay schedules provided for in 2-18-311 through 2-18-315 for any employee group or bargaining unit may not be increased through collective bargaining over the amount appropriated by the ~~46th~~ 47th legislature.

(3) The department shall administer the pay program established by the legislature on the basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

(4) The department may promulgate rules not

inconsistent with the provisions of this part, collective bargaining statutes, or negotiated contracts to carry out the purposes of this part."

Section 4. Section 2-18-303, MCA, is amended to read:

"2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-311 and 2-18-312 shall be implemented as follows:

(a) The pay ~~schedule~~ SCHEDULES provided in 2-18-311 ~~indicates~~ INDICATE the annual compensation for the fiscal year ending June 30, ~~1980~~ 1982, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(b) The pay ~~schedule~~ SCHEDULES provided in 2-18-312 ~~indicates~~ INDICATE the annual compensation for the fiscal year ending June 30, ~~1981~~ 1983, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(c) Each new employee shall advance from step 1 to step 2 of a grade after successfully completing 6 months of probationary service. The anniversary date of an employee shall be established at the end of the probationary period in accordance with rules promulgated by the department.

(d) (i) The compensation of each employee on the first day of the first pay period in fiscal year ~~1980~~ 1982 shall be that amount which corresponds to the grade and step

occupied on the last day of the preceding fiscal year of ~~1979~~ 1981.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1981~~ 1983 shall be that amount which corresponds to the grade and step occupied on the last day of the fiscal year ~~1980~~ 1982.

(iii) In compliance with rules adopted to implement this part, each employee is eligible on his anniversary date to advance one step in the pay matrix each fiscal year. However, if the employee's anniversary date falls between (inclusive) July 1 and the first day of the first pay period of fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be, he will advance one step on the first day of that pay period.

(2) The pay schedules provided in 2-18-311 and 2-18-312 and the provisions of subsection (1) of this section do not apply to those institutional teachers, liquor store occupations, or blue-collar occupations compensated under the pay schedules provided in 2-18-313, 2-18-314, or 2-18-315.

(3) The pay schedules provided in 2-18-313, 2-18-314, or 2-18-315 shall be implemented as follows:

(a) (i) The pay schedules provided in 2-18-313 indicate the annual compensation for the contracted school term for teachers employed by institutions under the

authority of the department of institutions for fiscal years ~~1980~~ 1982 and ~~1981~~ 1983.

(ii) The compensation of each teacher on the first day of the first pay period in July, ~~1980~~ 1981, shall be that amount which corresponds to his level of academic achievement and the next highest ~~grade~~ step from that occupied on June 30, ~~1979~~ 1981.

(iii) The compensation of each teacher on the first day of the first pay period in July, ~~1981~~ 1982, shall be that amount which corresponds to his level of achievement and the next highest ~~grade~~ step from that occupied on June 30, ~~1980~~ 1982.

(b) (i) The pay schedules provided in 2-18-314 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for those employees in liquor store occupations who have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be, shall be that amount which corresponds to that grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay schedules provided in 2-18-315 indicate the maximum hourly compensation for fiscal years ending June 30, ~~1980~~ 1982, and June 30, ~~1981~~ 1983, for

employees in apprentice trades and crafts and other blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1980~~ 1982 or ~~1981~~ 1983, as the case may be, shall be that amount which corresponds to that grade occupied on the last day of the preceding fiscal year.

(4) (a) (i) No member of a bargaining unit may receive the amounts indicated in the respective pay schedules provided in 2-18-311~~,--2-18-312,-or-2-18-313,-2-18-314,-or~~ through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, ~~1981~~ 1983.

(ii) In the event that negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) of this section are not completed by July 1, ~~1979~~ 1981, retroactivity to that date may be negotiated.

(iii) In the event that negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) of this section are not

completed by July 1, ~~1979~~ 1981, members of the bargaining unit involved will continue to receive the compensation they were receiving as of June 30, ~~1979~~ 1981.

(b) Methods of administration not inconsistent with the purpose of this part and necessary to properly implement the pay schedules provided in 2-18-313~~,-2-18-314,-or~~ through 2-18-315 may be provided for in collective bargaining agreements.

(5) The current wage or salary of an employee shall not be reduced by the implementation of the pay schedules provided for in 2-18-311~~,-2-18-312,-or--2-18-313,--2-18-314,~~ or through 2-18-315.

(6) The department may authorize a separate pay schedule for medical doctors if the rates provided in 2-18-311 and 2-18-312 are not sufficient to attract and retain fully licensed and qualified physicians at the state institutions.

(7) The department may develop ~~a--program~~ programs which will enable the department to mitigate problems associated with difficult recruitment, retention, transfer, or other exceptional circumstances. Insofar as the program may apply to employees within a collective bargaining unit, it shall be a negotiable subject under 39-31-305."

~~NEW-SECTION.--Section-5.--Management-----and-----senior professional--service----employee-self-development.--(1)-The~~

department shall develop a program that is designed to increase the professional skills of employees in management and senior professional positions classified according to the provisions of part 2 of this chapter. The program must be directed to:

(a) identifying, retaining, and attracting highly qualified and motivated employees in managerial and senior professional occupations;

(b) providing outstanding employees a broad opportunity for career growth; and

(c) providing for the mobility of such employees among agencies whenever this would be to the advantage of the state and would make the most beneficial use of an individual's managerial and professional skills.

(2) Employees in positions classified as management under part 2 of this chapter are excluded from bargaining units established under the provisions of Title 39.

(3) In assigning salary grades to management and senior professional classes, the department shall use an objective classification methodology that takes into consideration the nature of work, the level of responsibility, and accountability of positions.

(4) All salary increases within salary grades or promotions or demotions for employees in management or senior professional positions must be according to a

uniform, objective, result-oriented, performance evaluation program established by the department. The department shall adopt pay rules related to job performance that govern the amount and timing of the step increases. Each agency head shall ensure that each employee in a management or senior professional position is evaluated and counseled at least once a year on work performance. The total number of the step increases granted for all management and senior professional employees may not exceed the total number of the step increases that would be granted if the automatic step increases provided in 2-18-303 were extended to cover this group.

(5) Agency heads are responsible for planning, budgeting, and evaluating job-related training programs within their agency. Agency heads shall foster employee self-development by encouraging all employees to take advantage of opportunities for job-related training and self-study. The department shall, within the limits of its capabilities, assist agency heads in carrying out this responsibility by providing job-related training courses and self-study programs and making them available to employees.

Section 5. Section 2-18-311, MCA, is amended to read:

"2-18-311. Pay schedule SCHEDULES for fiscal year 1980 1982 AND 1983 SHALL BE ADJUSTED BY THE GOVERNOR IN A MANNER WHICH WILL COST NO MORE FOR PAY RAISES THAN THE

HB 0840/03

1 APPROPRIATION CONTAINED IN THIS BILL.

Grade	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	5,892	6,186	6,310	6,436	6,565	6,696	6,830	6,967	7,106	7,248	7,393	7,541	7,692
2	6,311	6,629	6,762	6,897	7,035	7,176	7,320	7,466	7,615	7,767	7,922	8,080	8,242
3	6,771	7,112	7,254	7,399	7,547	7,698	7,852	8,009	8,169	8,332	8,499	8,669	8,842
4	7,274	7,638	7,791	7,947	8,106	8,268	8,433	8,602	8,774	8,949	9,128	9,311	9,497
5	7,828	8,219	8,383	8,551	8,722	8,896	9,074	9,255	9,440	9,629	9,822	10,018	10,218
6	8,435	8,855	9,032	9,213	9,397	9,585	9,777	9,973	10,172	10,375	10,583	10,795	11,011
7	9,104	9,559	9,750	9,945	10,144	10,347	10,554	10,765	10,980	11,200	11,424	11,652	11,885
8	9,829	10,320	10,526	10,737	10,952	11,171	11,394	11,622	11,854	12,091	12,333	12,580	12,832
9	10,603	11,134	11,357	11,615	11,847	12,084	12,326	12,573	12,824	13,080	13,342	13,609	13,881
10	11,511	12,089	12,331	12,576	12,828	13,087	13,349	13,616	13,888	14,166	14,449	14,738	15,033
11	12,471	13,095	13,357	13,625	13,900	14,178	14,462	14,751	15,046	15,347	15,654	15,967	16,286
12	13,541	14,218	14,502	14,792	15,088	15,390	15,698	16,012	16,332	16,659	16,992	17,332	17,678
13	14,693	15,434	15,743	16,058	16,379	16,707	17,041	17,382	17,730	18,085	18,447	18,816	19,192
14	15,945	16,745	17,081	17,423	17,776	18,131	18,500	18,870	19,250	19,637	20,032	20,435	20,845
15	17,445	18,317	18,684	19,058	19,439	19,828	20,225	20,630	21,042	21,463	21,892	22,330	22,779
16	18,951	19,899	20,341	20,748	21,163	21,586	22,019	22,458	22,908	23,366	23,834	24,310	24,796
17	20,551	21,700	22,142	22,586	23,037	23,497	24,067	24,447	24,936	25,435	25,943	26,462	26,991
18	22,525	23,652	24,125	24,607	25,100	25,602	26,115	26,638	27,170	27,714	28,269	28,834	29,411
19	24,500	25,792	26,308	26,835	27,371	27,919	28,478	29,048	29,629	30,221	30,825	31,441	31,441
20	26,737	28,123	28,686	29,264	29,849	30,446	31,055	31,675	32,309	32,955	33,614	34,614	34,614
21	29,235	30,697	31,311	31,937	32,576	33,227	33,892	34,569	35,260	35,966	35,966	35,966	35,966
22	31,920	33,516	34,186	34,869	35,567	36,278	37,004	37,744	38,498	38,498	38,498	38,498	38,498
23	34,857	36,600	37,332	38,078	38,840	39,617	40,409	41,217	41,217	41,217	41,217	41,217	41,217
24	38,064	39,968	40,769	41,606	42,438	43,287	44,153	44,153	44,153	44,153	44,153	44,153	44,153
25	41,631	43,713	44,588	45,479	46,389	47,316	47,316	47,316	47,316	47,316	47,316	47,316	47,316

NOTE:
INCLUDES ONE RANGE.

BEST COPY AVAILABLE

Grade	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	7,375	7,744	7,899	8,057	8,218	8,382	8,550	8,721	8,895	9,073	9,254	9,439	9,628
2	7,910	8,306	8,472	8,641	8,814	8,990	9,170	9,353	9,540	9,731	9,926	10,124	10,327
3	8,559	8,987	9,167	9,350	9,537	9,728	9,923	10,121	10,324	10,530	10,741	10,956	11,175
4	9,210	9,671	9,864	10,062	10,263	10,468	10,678	10,891	11,109	11,331	11,558	11,789	12,025
5	9,910	10,406	10,614	10,826	11,043	11,264	11,489	11,719	11,953	12,192	12,436	12,685	12,939
6	10,675	11,209	11,433	11,662	11,895	12,133	12,376	12,624	12,876	13,134	13,397	13,665	13,938
7	11,521	12,097	12,339	12,586	12,838	13,095	13,357	13,624	13,896	14,174	14,457	14,746	15,041
8	12,440	13,062	13,323	13,589	13,861	14,138	14,421	14,709	15,003	15,303	15,609	15,921	16,239
9	13,424	14,095	14,377	14,664	14,958	15,257	15,562	15,873	16,191	16,515	16,845	17,182	17,526
10	14,564	15,292	15,598	15,910	16,228	16,553	16,884	17,222	17,566	17,917	18,275	18,641	19,014
11	15,847	16,639	16,972	17,311	17,657	18,010	18,370	18,737	19,112	19,494	19,884	20,282	20,688
12	17,290	18,155	18,518	18,888	19,266	19,651	20,044	20,445	20,854	21,271	21,696	22,130	22,573
13	18,913	19,859	20,256	20,661	21,074	21,496	21,926	22,364	22,812	23,268	23,733	24,208	24,692
14	20,699	21,734	22,169	22,612	23,064	23,525	23,996	24,476	24,966	25,465	25,974	26,494	27,024
15	22,670	23,804	24,280	24,766	25,261	25,766	26,282	26,807	27,343	27,890	28,448	29,017	29,597
16	24,846	26,088	26,610	27,142	27,685	28,239	28,804	29,380	29,968	30,567	31,178	31,802	32,438
17	27,251	28,614	29,186	29,770	30,365	30,972	31,591	32,223	32,867	33,524	34,195	34,878	35,576
18	29,913	31,409	32,037	32,678	33,331	33,998	34,678	35,372	36,079	36,801	37,537	38,288	39,054
19	32,841	34,483	35,173	35,876	36,594	37,326	38,072	38,834	39,610	40,402	41,210	42,034	42,875
20	36,048	37,850	38,607	39,379	40,167	40,970	41,789	42,625	43,477	44,347	45,234	46,139	47,062
21	39,552	41,530	42,361	43,208	44,072	44,953	45,852	46,769	47,704	48,658	49,631	50,624	51,636
22	43,380	45,549	46,460	47,389	48,337	49,304	50,290	51,296	52,322	53,368	54,436	55,525	56,635
23	47,560	49,938	50,937	51,956	52,995	54,055	55,136	56,239	57,364	58,511	59,681	60,875	62,092
24	52,126	54,732	55,827	56,944	58,083	59,245	60,430	61,639	62,872	64,129	65,412	66,720	68,054
25	57,122	59,978	61,178	62,401	63,649	64,922	66,220	67,545	68,896	70,274	71,679	73,113	74,575

NOTE:
INCLUDES ONE RANGE

~~(11)--SEMIANNUAL PAY SCHEDULE BEGINNING JULY 1, 1981~~

~~AND ENDING JANUARY 8, 1982~~

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,027	6,287	6,510	6,655	6,803	6,934	7,109	7,287	7,428	7,592	7,758	7,930	8,102
2	6,607	6,850	7,002	7,158	7,312	7,479	7,649	7,812	7,984	8,159	8,336	8,519	8,704
3	6,989	7,177	7,380	7,708	7,858	8,058	8,225	8,394	8,587	8,772	8,965	9,167	9,376
4	7,335	7,530	8,175	8,373	8,484	8,669	8,857	9,050	9,240	9,440	9,651	9,859	10,072
5	8,128	8,583	8,721	8,981	9,138	9,334	9,550	9,763	9,976	10,189	10,408	10,691	10,859
6	8,729	9,227	9,478	9,682	9,891	10,164	10,321	10,542	10,759	11,000	11,233	11,473	11,720
7	9,591	10,049	10,262	10,482	10,706	10,936	11,170	11,409	11,662	11,900	12,173	12,411	12,675
8	10,321	10,852	11,108	11,364	11,588	11,834	12,086	12,345	12,596	12,875	13,146	13,427	13,708
9	11,139	11,790	12,057	12,309	12,585	12,882	13,194	13,502	13,866	14,252	14,647	14,946	15,252
10	12,150	12,804	13,073	13,358	13,685	13,983	14,314	14,650	15,022	15,433	15,891	16,273	16,705
11	13,287	13,969	14,199	14,499	14,804	15,115	15,433	15,757	16,087	16,604	16,708	17,119	17,477
12	14,371	15,127	15,445	15,769	16,089	16,435	16,780	17,130	17,488	17,854	18,225	18,607	18,996
13	15,694	16,458	16,798	17,149	17,507	17,873	18,246	18,626	19,018	19,408	19,802	20,206	20,619
14	17,190	18,008	18,382	18,769	19,169	19,581	20,049	20,485	20,898	21,333	21,795	22,213	22,678
15	18,887	19,722	20,118	20,528	20,959	21,398	21,836	22,284	22,743	23,213	24,029	24,488	24,981
16	20,825	21,883	22,328	23,382	23,846	24,310	24,800	25,291	25,795	26,304	26,823	27,355	27,899
17	22,967	23,818	24,302	24,795	25,298	25,811	26,335	26,869	27,413	27,969	28,536	29,114	29,704
18	24,293	25,249	26,276	26,818	27,368	28,288	28,869	29,462	30,067	30,683	31,313	31,954	
19	26,531	27,596	28,469	29,074	29,690	30,358	30,978	31,612	32,258	32,916	33,588	34,273	34,972
20	28,568	30,455	31,080	31,716	32,365	33,028	33,704	34,393	35,096	35,813	36,545	36,545	36,545
21	31,652	33,079	33,934	34,808	35,357	36,079	36,816	37,568	38,335	39,116	39,116	39,116	39,116
22	34,595	36,369	37,195	37,962	38,934	39,922	40,926	41,946	41,882	41,882	41,882	41,882	41,882
23	37,816	39,748	40,526	41,320	42,331	43,359	44,404	45,466	46,546	46,546	46,546	46,546	46,546
24	41,356	43,460	44,345	45,247	46,167	47,105	48,061	49,035	50,029	50,029	50,029	50,029	50,029
25	42,898	43,761	44,637	45,529	46,439	47,368	48,315	49,281	50,267	51,273	51,273	51,273	51,273

~~NOTE: DOES NOT INCLUDE INSURANCE; $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.~~

~~(21)--SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982~~

~~AND ENDING JULY 9, 1982~~

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,328	6,601	6,836	6,989	7,143	7,282	7,464	7,630	7,799	7,972	8,147	8,326	8,508
2	6,811	7,193	7,352	7,516	7,682	7,850	8,026	8,259	8,389	8,567	8,755	8,945	9,139
3	7,338	7,536	7,749	8,093	8,250	8,456	8,635	8,814	9,016	9,210	9,413	9,625	9,844
4	7,702	7,906	8,584	8,791	8,908	9,102	9,300	9,502	9,702	9,912	10,134	10,352	10,576
5	8,535	9,012	9,157	9,429	9,595	9,801	10,028	10,251	10,475	10,698	10,928	11,225	11,402
6	9,165	9,688	9,952	10,166	10,386	10,669	10,837	11,069	11,297	11,550	11,795	12,047	12,306
7	10,070	10,552	10,775	11,006	11,241	11,483	11,729	11,979	12,245	12,496	12,781	13,032	13,309
8	10,837	11,395	11,663	11,932	12,167	12,426	12,690	12,962	13,226	13,519	13,803	14,098	14,393
9	11,696	12,380	12,660	12,924	13,214	13,526	13,854	14,177	14,559	14,965	15,379	15,693	16,015
10	12,758	13,444	13,727	14,026	14,369	14,682	15,030	15,383	15,773	16,204	16,686	17,087	17,540
11	13,951	14,667	14,909	15,224	15,544	15,871	16,205	16,545	16,891	17,245	17,606	17,975	18,351
12	15,090	15,883	16,216	16,552	16,906	17,258	17,619	17,987	18,362	18,747	19,139	19,537	19,941
13	16,478	17,277	17,630	18,006	18,382	18,766	19,158	19,558	19,966	20,382	20,807	21,240	21,681
14	18,055	18,923	19,322	19,731	20,150	20,578	21,016	21,464	21,922	22,390	22,869	23,359	23,858
15	19,842	20,687	21,116	21,554	22,001	22,457	23,122	23,396	23,882	24,376	24,878	25,391	25,914
16	21,866	22,970	23,425	23,892	24,388	24,884	25,390	25,906	26,432	26,969	27,516	28,076	28,647
17	24,134	25,034	25,532	26,043	26,563	27,094	27,636	28,189	28,753	29,329	29,917	30,516	31,128
18	25,512	26,826	27,380	27,944	28,516	29,104	29,702	30,312	30,935	31,570	32,217	32,879	33,552
19	27,858	29,291	29,892	30,507	31,133	31,771	32,422	33,088	33,766	34,457	35,162	35,882	36,618
20	30,416	31,978	32,634	33,302	33,982	34,679	35,389	36,114	36,851	37,606	38,372	38,252	38,252
21	33,237	34,937	35,652	36,380	37,125	37,883	38,657	39,446	40,252	41,072	41,072	41,072	41,072
22	36,305	38,182	38,960	39,755	40,566	41,393	42,237	43,098	43,976	43,976	43,976	43,976	43,976
23	39,797	41,791	42,582	43,449	44,336	45,237	46,156	47,096	48,056	48,056	48,056	48,056	48,056
24	43,622	45,833	46,702	47,589	48,495	49,466	50,466	50,466	50,466	50,466	50,466	50,466	50,466
25	47,504	49,919	50,902	51,908	52,922	54,100	54,100	54,100	54,100	54,100	54,100	54,100	54,100

~~NOTE: Does not include insurance; $420 shall be added to each employees' compensation during the effective dates of this matrix for the state's contribution for group benefits.~~

BEST COPY AVAILABLE

Section 6. Section 2-18-312, MCA, is amended to read:

"2-18-312. Pay schedule SCHEDULES for fiscal year 1981 1983.

Grade	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,412	6,708	6,867	7,004	7,144	7,287	7,433	7,582	7,734	7,889	8,047	8,208	8,372
2	6,841	7,158	7,322	7,470	7,620	7,782	7,938	8,097	8,259	8,424	8,592	8,764	8,939
3	7,320	7,686	7,846	7,997	8,157	8,320	8,486	8,656	8,829	9,006	9,186	9,370	9,557
4	7,835	8,227	8,393	8,560	8,731	8,906	9,084	9,266	9,451	9,640	9,833	10,030	10,231
5	8,405	8,825	9,002	9,182	9,366	9,552	9,744	9,939	10,138	10,341	10,548	10,759	10,974
6	9,028	9,480	9,670	9,863	10,060	10,261	10,466	10,675	10,889	11,107	11,329	11,556	11,787
7	9,720	10,206	10,410	10,618	10,830	11,047	11,268	11,493	11,723	11,957	12,196	12,440	12,689
8	10,486	11,010	11,230	11,455	11,684	11,918	12,156	12,376	12,624	12,876	13,134	13,397	13,665
9	11,254	11,839	12,096	12,358	12,625	12,897	13,004	13,456	13,662	11,895	14,173	14,456	14,745
10	12,201	12,811	13,067	13,328	13,595	13,867	14,144	14,427	14,716	15,010	15,310	15,616	15,928
11	13,191	13,851	14,138	14,411	14,699	14,993	15,293	15,599	15,911	16,229	16,554	16,885	17,223
12	14,290	15,004	15,304	15,610	16,022	16,240	16,567	16,898	17,234	17,579	17,931	18,290	18,656
13	15,383	16,237	16,582	16,914	17,252	17,597	17,949	18,308	18,674	19,047	19,428	19,817	20,213
14	16,952	17,800	18,156	18,519	18,890	19,268	19,654	20,048	20,447	20,857	21,274	21,699	22,133
15	18,404	19,324	19,711	20,105	20,507	20,917	21,335	21,761	22,197	22,641	23,094	23,556	24,026
16	20,006	21,007	21,427	21,855	22,293	22,738	23,191	24,667	24,131	24,614	25,106	25,608	26,120
17	21,748	22,833	23,290	23,755	24,230	24,715	25,209	25,711	26,227	26,751	27,286	27,832	28,388
18	23,681	24,848	25,348	25,850	26,367	26,894	27,433	27,981	28,541	29,111	29,693	30,287	30,893
19	25,773	27,062	27,603	28,156	28,719	29,294	29,880	30,478	31,088	31,710	32,344	32,991	33,651
20	28,074	29,478	30,068	30,669	31,282	31,907	32,545	33,196	33,858	34,536	35,227	35,227	35,227
21	30,602	32,139	32,782	33,437	34,106	34,787	35,483	36,191	36,918	37,656	37,656	37,656	37,656
22	33,367	35,037	35,738	36,473	37,202	37,947	38,705	39,479	40,269	40,269	40,269	40,269	40,269
23	36,428	38,250	39,014	39,795	40,591	41,403	42,231	43,075	43,075	43,075	43,075	43,075	43,075
24	39,770	41,758	42,595	43,446	44,315	46,202	46,105	46,105	46,105	46,105	46,105	46,105	46,105
25	43,440	45,613	46,525	47,452	48,404	49,372	49,372	49,372	49,372	49,372	49,372	49,372	49,372

NOTE:
INCLUDES INSURANCE.

NOTE:
INCLUDES INSURANCE.

Grade	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	8,544	8,856	9,033	9,213	9,398	9,586	9,778	9,974	10,173	10,376	10,584	10,796	11,012
2	8,911	9,352	9,546	9,737	9,931	10,131	10,335	10,542	10,752	10,967	11,186	11,410	11,638
3	9,435	9,907	10,105	10,307	10,513	10,723	10,937	11,156	11,379	11,607	11,839	12,076	12,318
4	10,094	10,594	10,806	11,022	11,242	11,467	11,697	11,931	12,170	12,413	12,661	12,914	13,172
5	10,931	11,477	11,706	11,940	12,179	12,423	12,671	12,925	13,183	13,447	13,716	13,990	14,270
6	11,810	12,400	12,648	12,901	13,159	13,422	13,690	13,964	14,243	14,528	14,819	15,115	15,418
7	12,686	13,320	13,586	13,858	14,135	14,418	14,706	15,000	15,300	15,606	15,918	16,236	16,561
8	13,694	14,378	14,666	14,959	15,258	15,563	15,874	16,191	16,515	16,845	17,182	17,526	17,876
9	14,817	15,558	15,869	16,186	16,510	16,840	17,177	17,520	17,870	18,228	18,592	18,964	19,343
10	16,113	16,919	17,257	17,602	17,954	18,313	18,679	19,053	19,434	19,823	20,219	20,624	21,036
11	17,610	18,491	18,861	19,238	19,623	20,015	20,416	20,824	21,241	21,666	22,099	22,541	22,992
12	19,295	20,260	20,665	21,078	21,500	21,930	22,369	22,816	23,272	23,738	24,212	24,697	25,190
13	21,177	22,236	22,681	23,134	23,597	24,069	24,550	25,041	25,542	26,053	26,574	27,106	27,648
14	23,271	24,435	24,924	25,422	25,931	26,449	26,978	27,518	28,068	28,629	29,202	29,786	30,382
15	25,599	26,879	27,417	27,965	28,524	29,095	29,677	30,271	30,876	31,494	32,123	32,766	33,421
16	28,182	29,591	30,183	30,786	31,402	32,030	32,671	33,324	33,990	34,670	35,363	36,070	36,792
17	30,452	31,975	32,615	33,267	33,932	34,611	35,303	36,009	36,729	37,464	38,213	38,977	39,757
18	33,178	34,833	35,528	36,239	36,964	37,703	38,457	39,226	40,011	40,811	41,627	42,460	43,309
19	36,166	37,974	38,733	39,508	40,298	41,104	41,926	42,765	43,620	44,492	45,382	46,289	47,215
20	39,450	41,422	42,250	43,095	43,957	44,836	45,733	46,648	47,581	48,532	49,503	50,493	51,503
21	43,043	45,195	46,099	47,021	47,961	48,920	49,898	50,896	51,914	52,952	54,011	55,091	56,193
22	46,991	49,341	50,328	51,335	52,362	53,409	54,477	55,567	56,678	57,812	58,968	60,147	61,350
23	51,329	53,895	54,973	56,072	57,193	58,337	58,337	58,337	58,337	58,337	58,337	58,337	58,337

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~~(11)--SEMIANNUAL PAY SCHEDULE BEGINNING JULY 1, 1982~~

~~AND ENDING JANUARY 7, 1983~~

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,512	6,819	7,057	7,191	7,350	7,516	7,680	7,141	6,023	6,203	6,383	6,568	6,733
2	7,009	7,402	7,565	7,736	7,906	8,081	8,259	8,441	8,626	8,815	9,007	9,204	9,404
3	7,541	7,972	8,147	8,326	8,510	8,693	8,885	9,080	9,277	9,481	9,686	9,897	10,111
4	8,141	8,598	8,778	8,971	9,166	9,366	9,570	9,779	9,998	10,206	10,428	10,652	10,883
5	8,772	9,272	9,477	9,682	9,895	10,107	10,325	10,548	10,777	11,008	11,245	11,487	11,733
6	9,507	10,025	10,241	10,461	10,687	10,917	11,151	11,390	11,635	11,885	12,139	12,398	12,663
7	10,298	10,854	11,087	11,325	11,567	11,816	12,069	12,329	12,598	12,857	13,131	13,410	13,695
8	11,151	11,750	12,001	12,257	12,520	12,788	13,058	13,337	13,620	13,909	14,201	14,505	14,815
9	12,059	12,705	12,976	13,253	13,536	13,826	14,122	14,428	14,740	15,063	15,391	15,726	16,067
10	13,036	13,736	14,029	14,327	14,632	14,942	15,260	15,584	15,916	16,254	16,601	16,954	17,316
11	14,088	14,844	15,161	15,485	15,815	16,151	16,495	16,845	17,205	17,581	17,965	18,357	18,757
12	15,228	16,044	16,396	16,736	17,087	17,446	17,814	18,190	18,577	18,994	19,391	19,792	20,204
13	16,476	17,370	18,150	18,528	18,915	19,311	19,714	20,126	20,549	20,969	21,409	21,851	22,304
14	18,529	19,543	19,950	20,365	20,789	21,221	21,661	22,111	22,571	23,038	23,516	24,004	24,498
15	20,239	21,287	21,728	22,179	22,639	23,108	23,587	24,074	24,579	25,081	25,599	26,127	26,662
16	22,060	23,219	23,696	24,184	24,679	25,186	25,704	26,233	26,773	27,320	27,902	28,477	29,063
17	24,050	25,302	25,819	26,358	26,901	27,457	28,028	28,598	29,187	29,786	30,406	31,024	31,661
18	26,252	27,606	28,174	28,754	29,345	29,948	30,563	31,191	31,832	32,486	33,151	33,832	34,525
19	28,666	29,140	30,759	31,392	32,036	32,692	33,362	34,048	34,745	35,456	36,182	36,923	36,923
20	31,298	32,005	33,586	34,268	34,969	35,685	36,415	37,160	37,920	38,695	39,485	39,485	39,485
21	34,199	35,950	36,686	37,435	38,202	38,985	39,785	40,590	41,413	42,253	42,253	42,253	42,253
22	37,378	38,288	40,090	40,908	41,742	42,595	43,462	44,348	45,251	45,251	45,251	45,251	45,251
23	40,859	42,941	43,817	44,709	45,620	46,549	47,497	48,464	48,464	48,464	48,464	48,464	48,464
24	44,681	46,936	47,912	48,887	49,881	50,894	51,930	51,930	51,930	51,930	51,930	51,930	51,930
25	48,882	51,367	52,409	53,475	54,561	55,669	56,869	56,869	56,869	56,869	56,869	56,869	56,869

~~NOTE: Does not include insurance; $480 shall be added to each employee's compensation during the effective dates of this matrix for the state's contribution for group benefits.~~

~~(12)--SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 8, 1983~~

~~AND ENDING JULY 8, 1983~~

GRD	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 12	STEP 13
1	6,898	7,223	7,480	7,543	7,716	7,891	8,064	8,240	8,420	8,603	8,789	8,980	9,173
2	7,429	7,839	8,015	8,191	8,371	8,556	8,744	8,937	9,133	9,333	9,537	9,746	9,958
3	7,989	8,450	8,636	8,826	9,020	9,208	9,411	9,618	9,828	10,043	10,258	10,482	10,711
4	8,628	9,110	9,301	9,509	9,716	9,926	10,140	10,358	10,588	10,816	11,058	11,302	11,554
5	9,293	9,827	10,045	10,266	10,490	10,718	10,950	11,187	11,428	11,668	11,920	12,176	12,437
6	9,982	10,626	10,853	11,088	11,328	11,572	11,820	12,073	12,331	12,596	12,867	13,142	13,423
7	10,812	11,497	11,741	11,991	12,245	12,505	12,773	13,045	13,324	13,610	13,899	14,195	14,499
8	11,709	12,436	12,701	12,970	13,246	13,525	13,815	14,111	14,414	14,724	15,041	15,366	15,698
9	12,706	13,552	13,842	14,138	14,441	14,750	15,068	15,392	15,723	16,061	16,407	16,760	17,122
10	13,793	14,526	14,833	15,146	15,467	15,795	16,130	16,473	16,824	17,182	17,549	17,924	18,308
11	14,988	15,775	16,108	16,448	16,795	17,150	17,513	17,884	18,263	18,650	19,046	19,450	19,863
12	16,304	17,161	17,520	17,879	18,244	18,618	19,000	19,390	19,790	20,199	20,617	21,044	21,482
13	17,737	18,667	19,058	19,456	19,861	20,274	20,696	21,130	21,571	22,017	22,472	22,944	23,426
14	19,502	20,530	20,948	21,383	21,823	22,275	22,735	23,205	23,685	24,173	24,671	25,179	25,698
15	21,245	22,351	22,814	23,288	23,771	24,262	24,765	25,278	25,803	26,337	26,882	27,438	28,004
16	23,171	24,373	24,870	25,393	25,916	26,452	27,001	27,560	28,132	28,715	29,307	29,911	30,527
17	25,261	26,567	27,116	27,676	28,246	28,826	29,418	30,021	30,635	31,260	31,896	32,544	33,204
18	27,565	28,986	29,583	30,192	30,814	31,449	32,096	32,756	33,429	34,116	34,809	35,519	36,241
19	30,099	31,647	32,297	32,962	33,640	34,332	35,037	35,757	36,490	37,237	37,998	38,774	39,565
20	32,869	34,558	35,259	35,981	36,717	37,469	38,236	39,018	39,816	40,630	41,459	42,304	43,164
21	35,886	37,728	38,520	39,332	40,162	41,012	41,880	42,767	43,672	44,596	45,541	46,504	47,488
22	39,167	41,178	42,042	42,923	43,823	44,744	45,684	46,644	47,624	48,624	49,644	50,684	51,744
23	42,732	44,925	45,865	46,826	47,808	48,811	49,836	50,883	51,952	53,044	54,158	55,295	56,456
24	46,615	49,006	50,008	51,032	52,079	53,149	54,243	55,361	56,503	57,670	58,862	60,080	61,324
25	50,858	53,465	54,559	55,678	56,822	57,989	59,182	60,402	61,648	62,922	64,224	65,554	66,913

~~NOTE: Does not include insurance; $480 shall be added to each employee's compensation during the effective dates of this matrix for the state's contribution for group benefits.~~

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Section 7. Section 2-18-313, MCA, is amended to read:

"2-18-313. Pay schedules for institutional teachers.

(1) Teacher pay schedule for fiscal year 1980 1982:

Experience (Grade)	BA (Step 1)	BA+Qtr. (Step 2)	BA+2Qtr. (Step 3)	5th Year (Step 4)	MA (Step 5)	MA+1Qtr. (Step 6)
0	10,250	10,577	10,915	11,079	11,243	11,582
1	10,635	11,001	11,368	11,456	11,735	12,102
2	11,021	11,427	11,822	12,025	12,227	12,624
3	11,407	11,851	12,275	12,498	12,719	13,145
4	11,793	12,275	12,729	12,971	13,211	13,665
5	12,179	12,700	13,183	13,444	13,703	14,187
6	12,564	13,124	13,637	13,915	14,195	14,708
7	12,950	13,550	14,089	14,388	14,687	15,229
8	13,336	13,974	14,543	14,861	15,181	15,750
9	13,724	14,399	14,997	15,335	15,673	16,271
10	14,110	14,823	15,450	15,808	16,165	16,792

Experience (Grade)	BA (Step 1)	BA+Qtr. (Step 2)	BA+2Qtr. (Step 3)	5th Year (Step 4)	MA (Step 5)	MA+1Qtr. (Step 6)
0	11,863	12,238	12,624	12,811	12,998	13,384
1	12,304	12,723	13,142	13,351	13,561	13,979
2	12,745	13,208	13,660	13,891	14,123	14,575
3	13,186	13,693	14,178	14,431	14,685	15,170
4	13,627	14,178	14,696	14,971	15,247	15,765
5	14,068	14,663	15,214	15,512	15,809	16,360
6	14,509	15,148	15,732	16,052	16,371	16,956
7	14,949	15,633	16,250	16,592	16,934	17,551
8	15,390	16,118	16,768	17,132	17,496	18,146
9	15,831	16,603	17,286	17,672	18,058	18,741
10	16,272	17,088	17,804	18,212	18,620	19,337

(2) Pay schedule for fiscal year 1981 AND ENDING JANUARY 8, 1982:

Experience (Step)	BA (Grade)	BA+Qrt. (Grade)	BA+2Qrt. (Grade)	5th Year (Grade)	MA (Grade)	MA+1Qrt. (Grade)
0	10,731	11,047	11,386	11,543	11,708	12,038
1	11,178	11,556	11,948	12,138	12,328	12,720
2	11,624	12,047	12,473	12,574	12,897	13,302
3	12,071	12,541	12,999	13,233	13,467	13,928
4	12,518	13,032	13,523	13,782	14,038	14,591
5	12,964	13,523	14,048	14,329	14,607	15,133
6	13,411	14,015	14,575	14,877	15,117	15,738
7	13,857	14,506	15,100	15,422	15,747	16,341
8	14,305	15,000	15,624	15,971	16,317	16,945
9	14,752	15,491	16,150	16,519	16,889	17,548
10	15,201	15,983	16,676	17,067	17,459	18,151

NOTE: BOES NOT INCLUDE INSURANCE; $420 PER SHARE OR ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(3) Pay schedule for fiscal year 1982 AND ENDING JULY 9, 1982:

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Experience (Step)	BA (Grade)	BA+Qrt. (Grade)	BA+2Qrt. (Grade)	5th Year (Grade)	MA (Grade)	MA+1Qrt. (Grade)
0	11,260	11,599	11,955	12,120	12,285	12,635
1	11,737	12,134	12,545	12,745	12,944	13,409
2	12,205	12,649	13,097	13,303	13,542	13,988
3	12,676	13,168	13,649	13,895	14,141	14,674
4	13,144	13,684	14,199	14,471	14,740	15,257
5	13,618	14,199	14,751	15,045	15,337	15,890
6	14,881	14,716	15,304	15,621	15,873	16,523
7	14,550	15,231	15,855	16,193	16,596	17,158
8	15,020	15,750	16,405	16,769	17,133	17,799
9	15,490	16,265	16,957	17,345	17,733	18,425
10	15,961	16,782	17,510	17,920	18,332	19,058

NOTE: BASIS FOR INSURANCE: $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(2) Teacher pay schedule for fiscal year 1981 1983:

Experience (Grade)	BA (Step 1)	BA+1qtr (Step 2)	BA+2qtr (Step 3)	5th Year (Step 4)	MA (Step 5)	MA+1qtr (Step 6)
0	11,070	11,420	11,783	11,959	12,135	12
1	11,483	11,875	12,269	12,363	12,662	13,056
2	11,897	12,332	12,756	12,973	13,198	13,616
3	12,311	12,787	13,241	13,481	13,718	14,175
4	12,724	13,241	13,728	13,988	14,245	14,732
5	13,138	13,697	14,215	14,495	14,773	15,292
6	13,551	14,152	14,702	15,000	15,301	15,851
7	13,965	14,609	15,187	15,508	15,828	16,410
8	14,379	15,064	15,674	16,015	16,358	16,968

	Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
1	0	14,795	15,519	16,161	16,523	16,886	17,527
2	1	15,208	15,974	16,705	17,031	17,413	18,086
3	0	12,699	13,098	13,509	13,789	13,908	14,319
4	1	13,169	13,615	14,061	14,284	14,507	14,953
5	2	13,638	14,131	14,612	14,859	15,105	15,587
6	3	14,108	14,648	15,164	15,434	15,704	16,221
7	4	14,577	15,164	15,716	16,009	16,303	16,855
8	5	15,047	15,681	16,268	16,585	16,902	17,489
9	6	15,516	16,197	16,819	17,160	17,500	18,122
10	7	15,986	16,714	17,371	17,735	18,099	18,756
11	8	16,455	17,230	17,923	18,310	18,698	19,390
12	9	16,925	17,747	18,475	18,885	19,296	20,024
13	10	17,395	18,263	19,026	19,461	19,895	20,658

(4) Semiannual pay schedule for 1982-83

AND ENDING JANUARY 7, 1983:

Experience (Step)	BA (Grade)	BA+Qrt. (Grade)	BA+2Qrt. (Grade)	5th Year (Grade)	MA (Grade)	MA+1Qrt. (Grade)
0	11,397	11,619	11,934	12,071	12,206	12,589
1	11,831	12,179	12,553	12,726	12,899	13,267
2	12,324	12,741	13,172	13,382	13,591	14,079
3	12,815	13,281	13,752	13,863	14,219	14,687
4	13,308	13,826	14,291	14,590	14,848	15,355
5	13,801	14,368	14,909	15,194	15,477	16,020
6	14,293	14,909	15,488	15,797	16,104	16,684
7	14,785	15,451	16,069	16,402	16,667	17,351
8	15,277	15,992	16,648	17,003	17,361	18,016
9	15,771	16,537	17,225	17,607	17,990	18,682
10	16,264	17,078	17,865	18,212	18,620	19,346

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NOTE: DOES NOT INCLUDE INSURANCE; $400 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THE MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(1) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 8, 1983, AND ENDING JULY 8, 1983:

Experience (Step)	PA (Grade)	PA+2Oct. (Grade)	PA+2Oct., 5th Year (Grade)	MA (Grade)	MA+1Oct. (Grade)
0	11,904	12,200	12,591	12,675	12,816	13,135
1	12,423	12,788	13,180	13,362	13,546	13,930
2	12,940	13,378	13,831	14,051	14,270	14,708
3	13,456	13,945	14,440	14,556	14,930	15,421
4	13,973	14,517	15,057	15,319	15,590	16,128
5	14,491	15,086	15,654	15,934	16,251	16,821
6	15,008	15,654	16,262	16,587	16,909	17,518
7	15,524	16,224	16,872	17,282	17,580	18,210
8	16,041	16,792	17,480	17,853	18,229	18,917
9	16,559	17,364	18,086	18,487	18,889	19,616
10	17,077	17,932	18,695	19,122	19,551	20,313

NOTE: DOES NOT INCLUDE INSURANCE; $400 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THE MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

Section 8. Section 2-18-314, MCA, is amended to read:

"2-18-314. Pay schedules for liquor store occupations.

(1) Liquor store pay schedule for fiscal year 1980 1982:

Grade	$/Hour	
L1	4.533	0.000
L2	4.893	5.949
L3	5.263	6.367

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L4	5.468	6.598
L5	5.683	6.842
L6	6.133	7.350
L7	6.623	7.984
L8	7.173	8.525

(1) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 1, 1981, AND ENDING JANUARY 8, 1982:

GRADE	$/HOUR
L1	4.911
L2	5.300
L3	5.699
L4	5.921
L5	6.153
L6	6.639
L7	7.168
L8	7.762

NOTE: DOES NOT INCLUDE INSURANCE; $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(1) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982, AND ENDING JULY 9, 1982:

GRADE	$/HOUR
L1	5.156
L2	5.565
L3	5.984

E4	6.217
E5	6.460
E6	6.971
E7	7.526
E8	8.150

NOTE: DOES NOT INCLUDE INSURANCE; $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(2) Liquor store pay schedule for fiscal year 1981 1983:

Grade	$/Hour	
E1	4.893	8.000
E2	5.253	6.728
E3	5.623	7.200
E4	5.828	7.462
E5	6.043	7.736
E6	6.493	8.311
E7	6.983	8.937
E8	7.533	9.639

(A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 10, 1982, AND ENDING JANUARY 7, 1983:

GRADE	$/HOUR
E1	5.414
E2	5.843
E3	6.283

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E4	6.527
E5	6.783
E6	7.391
E7	7.983
E8	8.558

NOTE: DOES NOT INCLUDE INSURANCE; $480 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 8, 1983, AND ENDING JULY 8, 1983:

GRADE	$/HOUR
E1	5.685
E2	6.135
E3	6.597
E4	6.854
E5	7.123
E6	7.685
E7	8.298
E8	8.985

NOTE: DOES NOT INCLUDE INSURANCE; $480 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

Section 9. Section 2-18-315, MCA, is amended to read:

"2-18-315. Pay schedules for blue-collar occupations.

(1) Blue-collar pay schedule for fiscal year 1980 1982:

Grade	$/Hour	
B1	5.036	5.904
B2	5.364	6.304
B3	5.692	6.704
B4	6.020	7.104
B5	6.348	7.504
B6	6.676	7.904
B7	7.004	8.304
B8	7.332	8.704
B9	7.660	9.104
B10	7.988	9.504
B11	8.316	9.904
B12	8.644	10.304
B00**	8.972	10.704

(A) SEMIANNUAL PAY SCHEDULE BEGINNING JULY 11, 1981, AND ENDING JANUARY 8, 1982

GRADE	$/HOUR
B1-	5.418
B2-	5.773
B3-	6.127
B4-	6.481
B5-	6.835
B6-	7.190
B7-	7.544
B8-	7.898

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B9-	8.252
B10	8.607
B11	8.961
B12	9.315
B00	9.669

NOTE: DOES NOT INCLUDE INSURANCE; $420 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS.

(B) SEMIANNUAL PAY SCHEDULE BEGINNING JANUARY 9, 1982, AND ENDING JULY 9, 1982

GRADE	$/HOUR
B1-	5.689
B2-	6.061
B3-	6.433
B4-	6.805
B5-	7.177
B6-	7.549
B7-	7.921
B8-	8.293
B9-	8.665
B10	9.037
B11	9.409
B12	9.781
B00	10.153

NOTE: DOES NOT INCLUDE INSURANCE; $420 SHALL BE ADDED TO

EACH--EMPLOYEE'S--COMPENSATION-DURING-THE-EFFECTIVE-DATES-OF
THIS-MATRIX-FOR-THE-STATE'S-CONTRIBUTION-FOR-GROUP-BENEFITS.

(2)--Blue-collar-pay--schedule--for--fiscal--year--1981
1983:

Grade	$/Hour	
--B1----------	5.363	6.892
--B2----------	5.691	7.292
--B3----------	6.019	7.692
--B4----------	6.347	8.092
--B5----------	6.675	8.492
--B6----------	7.003	8.892
--B7----------	7.331	9.292
--B8----------	7.659	9.692
--B9----------	7.987	10.092
--B10---------	8.315	10.492
--B11---------	8.643	10.892
--B12---------	8.971	11.292
--B00**-------	9.299	11.692

(A)--SEMIANNUAL--PAY--SCHEDULE-BEGINNING-JULY-10,-1982,
AND-ENDING-JANUARY-7,-1983:

GRADE	$/HOUR
B1-	-5.974
B2-	-6.364
B3-	-6.755
B4-	-7.145

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B5-	-7.536
B6-	-7.926
B7-	-8.317
B8-	-8.708
B9-	-9.098
B10	-9.489
B11	-9.879
B12	10.270
B00	10.660

NOTE:-DOES-NOT-INCLUDE-INSURANCE:-$600--SHALL--BE--ADDED--TO
EACH--EMPLOYEE'S--COMPENSATION-DURING-THE-EFFECTIVE-DATES-OF
THIS-MATRIX-FOR-THE-STATE'S-CONTRIBUTION-FOR-GROUP-BENEFITS.

(B)--SEMIANNUAL-PAY-SCHEDULE-BEGINNING-JANUARY-8,-1983,
AND-ENDING-JULY-8,-1983:

GRADE	$/HOUR
B1-	-6.272
B2-	-6.683
B3-	-7.093
B4-	-7.503
B5-	-7.913
B6-	-8.323
B7-	-8.733
B8-	-9.143
B9-	-9.553
B10	-9.963

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B11	10.373
B12	10.783
B00	11.193

NOTE: DOES NOT INCLUDE INSURANCE. $400 SHALL BE ADDED TO EACH EMPLOYEE'S COMPENSATION DURING THE EFFECTIVE DATES OF THIS MATRIX FOR THE STATE'S CONTRIBUTION FOR GROUP BENEFITS. Up to $.031 of the hourly increase granted above for fiscal year 1981 shall not be granted to an employee to the extent that the employee would receive a rate, commonly called a red-circled rate, exceeding the above-listed rates due to the fact that such employee, at the time the blue-collar plan was originally implemented, was paid at a rate greater than the standard blue-collar rate for his classification.

(3) In recognition that the blue-collar employee classes in the university system have been paid at rates higher than employees in the blue-collar classes in the executive branch, it is the intent of the legislature during the next biennium that the board of regents seek wage settlements which reduce the current wage disparities or provide wages equal to those of employees in the executive branch.

(3) IN RECOGNITION THAT THE BLUE-COLLAR EMPLOYEE CLASSES IN THE UNIVERSITY SYSTEM HAVE BEEN PAID AT RATES HIGHER THAN EMPLOYEES IN THE BLUE-COLLAR CLASSES IN THE EXECUTIVE BRANCH, IT IS THE INTENT OF THE LEGISLATURE DURING

THE NEXT BIENNIUM THAT THE BOARD OF REGENTS SEEK WAGE SETTLEMENTS THAT DO NOT INCREASE THE CURRENT WAGE DISPARITIES BETWEEN EMPLOYEES IN THE UNIVERSITY SYSTEM AND EMPLOYEES IN THE EXECUTIVE BRANCH."

NEW SECTION. SECTION 10. ADDITIONAL COMPENSATION. EACH FULL-TIME EMPLOYEE WHO HAS BEEN CONTINUOUSLY ON THE STATE PAYROLL FROM THE PAY PERIOD ENDING JANUARY 9, 1981, TO THE PAY PERIOD BEGINNING JULY 12, 1981, SHALL RECEIVE A PAYMENT OF $500 IN JULY, 1981, IN ADDITION TO HIS REGULAR COMPENSATION. PART-TIME EMPLOYEES SHALL RECEIVE A PERCENTAGE OF THE $500 AWARD EQUAL TO THE FULL-TIME EQUIVALENT FACTOR OF THE EMPLOYEE'S POSITION AS OF THE PAYROLL PERIOD ENDING JUNE 27, 1981.

Section 6. Section 2-18-701, MCA, is amended to read:

"2-18-701. Definitions. In this part, as it applies to a person employed in the executive, judicial, or legislative branches of state government, "employee" means:

(1) a permanent full-time employee defined in 2-18-601;

(2) a part-time permanent employee, as defined in 2-18-601, who is scheduled to work a regular schedule of 20 hours or more a week;

(3) a seasonal employee, as defined in 2-18-601, who is scheduled to work 6 months or more a year;

(4) elected officials;

(5) officers and permanent employees of the legislative branch;

(6) judges and permanent employees of the judicial branch; and

(7) academic, professional, and administrative personnel having individual contracts under the authority of the board of regents of higher education or the state board of public education; and

(8) temporary employees as defined in 2-18-601 who are scheduled to work more than 6 months a year or who work for a continuous period of more than 6 months OR WHOSE TEMPORARY STATUS IS DEFINED THROUGH COLLECTIVE BARGAINING."

Section 7. Section 2-18-702, MCA, is amended to read:

"2-18-702. Group insurance for public employees and officers. (1) All counties, cities, towns, school districts, and the board of regents shall upon approval by two-thirds vote of their respective officers and employees enter into group hospitalization, medical, health, including long-term disability, accident, and/or group life insurance contracts or plans for the benefit of their officers and employees and their dependents.

(2) State employees and elected officials, as defined in ~~2-18-809~~ 2-18-701, may participate in such state employee group benefit plans as are provided for under part 8 of this chapter.

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(3) For state officers and employees, the premiums required from time to time to maintain the insurance in force shall be paid by the insured officers and employees, and the auditor shall deduct the premiums from the salary or wages of each officer or employee who elects to become insured, on the officer's or employee's written order, and issue his warrant therefor to the insurer.

(4) For the purpose of this section, the plans of health service corporations for defraying or assuming the cost of professional services of licentiates in the field of health or the services of hospitals, clinics, or sanitariums or both professional and hospital services shall be construed as group insurance and the dues payable under such plans shall be construed as premiums therefor."

Section 8. Section 2-18-703, MCA, is amended to read:

"2-18-703. Contributions. (1) Each agency as defined in 2-18-601 shall contribute the amount specified in this section towards the group benefits cost.

(2) For employees defined in 2-18-701 other than members of collective bargaining units, and for members of the legislature, the employer contribution for group benefits shall be ~~$50~~ $70 per month for the fiscal year ending June 30, ~~1980~~ 1982, and ~~$60~~ $80 per month for each fiscal year thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a week

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are not eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit plan may not receive the state contribution as wages.

(3) For employees of elementary and high school districts and of local government units, the employer's premium contributions may exceed but may not be less than $10 per month.

(4) Unused employer contributions for any state employee shall be transferred to an account established for this purpose by the department and upon such transfer may be used to offset losses occurring to the group of which the employee is eligible to be a member."

Section 9. Appropriation. (1) There is appropriated to the various state agencies listed in this section the money necessary to carry out the provisions of this act. The appropriations listed in this section are subject to the limitations, definitions, and provisions contained in the general appropriation act of 1981. No agency may exceed the appropriation listed in this section when carrying out the provisions of this act unless a budget amendment authorizing such an expenditure has been approved by an appropriate authority.

(2) The following money is appropriated FROM THE GENERAL FUND to the listed agencies.

	Fiscal--Year--1982		Fiscal--Year--1983	
	General Fund	Other Appropriated Funds	General Fund	Other Appropriated Funds
JUDICIARY				
	229,812	29,277	489,195	62,323
GOVERNOR'S OFFICE				
	181,185		403,999	
SECRETARY OF STATE				
	55,660		129,357	
COMMISSIONER OF CAMPAIGN PRACTICES				
	10,496		22,591	
STATE AUDITOR'S OFFICE				
	104,307		233,313	
SUPERINTENDENT OF PUBLIC INSTRUCTION				
	178,167	102,281	388,247	394,526
CRIME CONTROL DIVISION				
	12,925	48,329	27,664	86,324
DEPARTMENT OF JUSTICE				
	173,616	862,277	368,462	1,891,383
DEPARTMENT OF PUBLIC SERVICE REGULATION				
	98,345	1,679	202,365	3,776
BOARD OF PUBLIC EDUCATION				
	15,973	1,889	34,729	4,151
SCHOOL FOR THE DEAF AND BLIND				

	155,751		367,344	
MONTANA ARTS COUNCIL				
	4,587	4,586	9,715	9,711
MONTANA STATE LIBRARY				
	33,768	13,792	75,418	29,491
MONTANA ADVISORY COUNCIL FOR VOCATIONAL EDUCATION				
		4,273		9,181
MONTANA HISTORICAL SOCIETY				
	58,457	28,262	121,264	42,721
MONTANA UNIVERSITY SYSTEM UNITS				
--Commissioner of Higher Education				
	35,557	1,553	87,909	3,733
--University of Montana				
	2,085,888		4,417,939	
--Montana State University				
	2,777,328		5,848,835	
--Montana College of Mineral Science and Technology				
	419,418		894,881	
--Eastern Montana College				
	788,932		1,491,774	
--Northern Montana College				
	377,907		798,365	
--Western Montana College				
	215,875		455,674	
--Bureau of Mines				

	98,786		191,629	
--Agricultural Experiment Station				
	515,822		1,088,870	
--Cooperative Extension Service				
	263,586		557,834	
--Forestry and Conservation Experiment Station				
	38,787		105,363	
DEPARTMENT OF FISH AND GAME				
	43,735	875,890	84,501	1,916,784
DEPARTMENT OF HEALTH AND ENVIRONMENTAL SCIENCES				
	243,781	451,520	520,653	946,541
DEPARTMENT OF HIGHWAYS				
	6,287	4,758,824	13,375	9,837,488
DEPARTMENT OF STATE LANDS				
	85,887	54,190	285,387	123,569
DEPARTMENT OF LIVESTOCK				
	42,994	238,919	92,999	493,121
DEPARTMENT OF NATURAL RESOURCES AND CONSERVATION				
	542,031	388,284	1,284,643	952,410
DEPARTMENT OF REVENUE				
	1,176,395	645,403	2,537,671	1,533,919
DEPARTMENT OF ADMINISTRATION				
	247,754	678,571	556,484	1,515,827
DEPARTMENT OF AGRICULTURE				
	84,134	198,783	183,943	233,522

DEPARTMENT OF BUSINESS REGULATION

94,195 22,700 206,612 48,443

DEPARTMENT OF INSTITUTIONS

353,264 57,186 745,281 114,804

--Boulder River School and Hospital

825,443 5,772 2,029,995 10,952

--Center for the Aged

177,260 398,684

--Eastmont Training Center

152,613 4,679 328,159 10,355

--Galen State Hospital

571,145 3,339 1,212,414 8,088

--Mountain View School

129,082 3,993 266,334 8,230

--Pine Hills School

217,386 8,992 470,749 19,475

--Montana State Prison

458,836 42,632 1,050,928 91,873

--Swan River Youth Forest Camp

47,561 2,099 106,559 4,702

--Montana Veterans' Home

85,535 232,545

--Warm Springs State Hospital

1,011,088 6,711 2,247,355 14,885

--Board of Pardons

7,689 17,498

DEPARTMENT OF COMMUNITY AFFAIRS

131,092 179,903 286,767 424,705

DEPARTMENT OF LABOR AND INDUSTRY

--Labor Standards Division

69,818 81,687 150,477 208,933

--Employment Security Division

1,355,276 3,040,665

--Workers' Compensation Division

315,712 726,749

DEPARTMENT OF MILITARY AFFAIRS

--Adjutant General

35,445 32,523 77,216 70,680

--Disaster and Emergency Services

14,224 24,041 30,644 51,789

DEPARTMENT OF PROFESSIONAL AND OCCUPATIONAL LICENSING

72,107 159,813

DEPARTMENT OF SOCIAL AND REHABILITATION SERVICES

1,155,887 --306,633 2,498,215 --779,159

STATE TOTALS

16,845,920 11,880,487 36,651,464 25,883,913

(3) There is appropriated to the office of budget and program planning $1,250,000 from the general fund and $250,000 from other funds for the biennium ending June 30, 1983, for shift differential payments that may be adopted

after adjournment of the legislature through collective bargaining agreements or extension of similar provisions to unorganized employees in executive branch agencies not including units of the university system vocational-technical centers and community colleges.

(4) There is appropriated to the office of budget and program planning $400,000 for the fiscal year ending June 30, 1982, and $450,000 for the fiscal year ending June 30, 1983, from the general fund to bring certain critical classes in the executive branch not including the university system units, vocational-technical centers, and community colleges to a comparable level with the labor market.

	FISCAL YEAR 1982	FISCAL YEAR 1983
LEGISLATIVE AUDITOR	176,782	278,577
LEGISLATIVE COUNCIL	143,133	267,092
LEGISLATIVE FISCAL ANALYST	51,141	88,828
ENVIRONMENTAL QUALITY COUNCIL	13,813	33,870
TOTALS	384,869	668,367

(3) THERE IS APPROPRIATED TO THE OFFICE OF BUDGET AND PROGRAM PLANNING $48,000,000 FOR THE FISCAL YEAR ENDING JUNE 30, 1982, AND $ FOR THE FISCAL YEAR BIENNIUM ENDING JUNE 30, 1983, FROM THE GENERAL FUND TO CARRY OUT THE PROVISIONS OF THIS ACT AS IT PERTAINS TO JUDICIAL AND EXECUTIVE BRANCH AGENCIES NOT INCLUDING VOCATIONAL-TECHNICAL

CENTERS AND COMMUNITY COLLEGES. THE OFFICE OF BUDGET AND PROGRAM PLANNING IS AUTHORIZED TO INCREASE THE EXPENDITURE AUTHORITY OF JUDICIAL AND EXECUTIVE BRANCH AGENCIES, NOT INCLUDING VOCATIONAL-TECHNICAL CENTERS AND COMMUNITY COLLEGES, BY $34,192,000 FOR THE FISCAL YEAR ENDING JUNE 30, 1982, AND $ FOR THE FISCAL YEAR BIENNIUM ENDING JUNE 30, 1983, FROM FUNDS OTHER THAN THE GENERAL FUND WHICH ACCRUE UNDER PROVISIONS OF LAW TO THE RESPECTIVE AGENCIES TO CARRY OUT THE PROVISIONS OF THIS ACT.

(5)(4) There is appropriated to the department of administration $150,000 from the general fund for the biennium ending June 30, 1983. It is the intent of the legislature that this money be used for the purpose of funding a commission to study and make recommendations for change in the personnel and labor relations programs in Montana. Further, it is the intent of the legislature that members of the commission be selected from a diverse group that adequately represents the interests of the general public, labor, the legislature, and the executive branch.

Section 10. Reversion of funds. Appropriated funds not spent at the end of the fiscal year shall revert to the fund from which appropriated.

Section 11. Codification instruction. Section § 10 is intended to be codified as an integral part of Title 2, chapter 18.

Section 12. Effective date. ~~Section 2 is effective on passage and approval.~~ (1) SECTIONS 1 THROUGH 15, EXCLUDING SECTION 2, ARE EFFECTIVE JULY 11, 1981.

(2) SECTION 2 IS EFFECTIVE ON PASSAGE AND APPROVAL.

-End-